

RESOLUTION NO. 2014-26

A RESOLUTION TO ESTABLISH EMPLOYEE COMPENSATION FOR 2015

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 2015.

Dated this 1st day of December, 2014.

CITY OF MADISON


Mayor

ATTEST: 
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	20
Investigative Sergeant	20
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	\$14.17 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 \$547.99 per month; employee + one \$956.25 per month; employee + children \$1073.27 per month; family \$1126.72 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) Flexible Spending Account – healthcare and dependent care options with monthly fee paid by City.
- 11) Wellness – \$2.50 bi-weekly if member of Community Center. Community Center Custodian 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.
- 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**

<u>Streets/Solid Waste/Recycling Department</u>	<u>Grade</u>
Mechanic	20
Equipment Operator	14
Maintenance Apprentice	12
Administrative Assistant	12
<u>Parks Department</u>	<u>Grade</u>
Foreman – Parks	16
Technician	14
<u>Water/Wastewater Department</u>	<u>Grade</u>
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 \$547.99 per month; employee + one \$956.25 per month; employee + children \$1073.27 per month; family \$1126.72 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) Flexible Spending Account – healthcare and dependent care options with monthly fee paid by City.
- 11) Wellness – \$2.50 bi-weekly if member of Community Center.
- 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.
- 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)	\$30.47
Lead Lineman (105% of Journey Lineman)	\$29.09
Journey Lineman/Electrician	\$27.70
Apprentice Journey Lineman/Electrician	
8 th 6 Months (90% of Journey Lineman)	\$24.93
7 th 6 Months (85% of Journey Lineman)	\$23.55
6 th 6 Months (80% of Journey Lineman)	\$22.16
5 th 6 Months (75% of Journey Lineman)	\$20.78
4 th 6 Months (70% of Journey Lineman)	\$19.39
3 rd 6 Months (65% of Journey Lineman)	\$18.01
2 nd 6 Months (60% of Journey Lineman)	\$16.62
1 st 6 Months (55% of Journey Lineman)	\$15.24
Meter Reader (80% of Journey Lineman)	\$22.16
Apprentice Meter Reader	
4 th 6 Months (90% of Meter Reader)	\$19.94
3 rd 6 Months (80% of Meter Reader)	\$17.73
2 nd 6 Months (70% of Meter Reader)	\$15.51
1 st 6 Months (60% of Meter Reader)	\$13.30
Computer & Load Management Operator	\$20.20
4 th 6 Months (90% of Operator)	\$18.18
3 rd 6 Months (80% of Operator)	\$16.16
2 nd 6 Months (70% of Operator)	\$14.14
1 st 6 Months (60% of Operator)	\$12.12

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 \$547.99 per month; employee + one \$956.25 per month; employee + children \$1073.27 per month; family \$1126.72 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) Flexible Spending Account – healthcare and dependent care options with monthly fee paid by City.
- 11) Wellness – \$2.50 bi-weekly if member of Community Center.
- 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.
- 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>	
Superintendent – Streets/SW/Recy	\$40,800	\$51,000	
Recreation Superintendent	\$ 33,571	\$ 41,964	
Aquatics Coordinator	\$ 34,832	\$ 43,540	
Fitness Coordinator	\$ 26,276	\$ 32,845	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 \$547.99 per month; employee + one \$956.25 per month; employee + children \$1073.27 per month; family \$1126.72 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) Flexible Spending Account – healthcare and dependent care options with monthly fee paid by City.
- 11) Wellness – \$2.50 bi-weekly if member of Community Center. Fitness Coordinator, Aquatics Coordinator and Recreation Superintendent 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.

ATTACHMENT E

SALARY RANGE FOR FULL-TIME EXEMPT SUPERVISOR POSITIONS

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>
City Engineer	\$ 71,200	\$ 89,000
Finance Officer	\$ 62,800	\$ 78,500
Electric Superintendent	\$ 64,000	\$ 80,000
Public Works Director	\$ 64,000	\$ 80,000
Police Chief	\$ 57,600	\$ 72,000
Fire Chief	\$ 41,600	\$ 52,000
Library Director	\$ 46,400	\$ 58,000
Community Center Director	\$ 45,841	\$ 57,301

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 \$547.99 per month; employee + one \$956.25 per month; employee + children \$1073.27 per month; family \$1126.72 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) Flexible Spending Account – healthcare and dependent care options with monthly fee paid by City.
- 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 2015

	Starting	6 Months	Anniversary	Anniversary	Anniversary	Anniversary	Anniversary
	85.0%	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%
	A	B	C	D	E	F	G
Grade 1	\$9.90	\$10.19	\$10.48	\$10.77	\$11.07	\$11.36	\$11.65
Grade 2	\$10.29	\$10.59	\$10.90	\$11.20	\$11.50	\$11.80	\$12.11
Grade 3	\$10.71	\$11.02	\$11.34	\$11.65	\$11.97	\$12.28	\$12.60
Grade 4	\$11.12	\$11.45	\$11.78	\$12.11	\$12.43	\$12.76	\$13.09
Grade 5	\$11.57	\$11.91	\$12.26	\$12.60	\$12.94	\$13.28	\$13.62
Grade 6	\$12.03	\$12.38	\$12.73	\$13.09	\$13.44	\$13.79	\$14.15
Grade 7	\$12.52	\$12.89	\$13.26	\$13.62	\$13.99	\$14.36	\$14.73
Grade 8	\$13.02	\$13.41	\$13.79	\$14.17	\$14.55	\$14.94	\$15.32
Grade 9	\$13.54	\$13.94	\$14.34	\$14.74	\$15.14	\$15.53	\$15.93
Grade 10	\$14.10	\$14.51	\$14.93	\$15.34	\$15.76	\$16.17	\$16.59
Grade 11	\$14.67	\$15.10	\$15.53	\$15.96	\$16.40	\$16.83	\$17.26
Grade 12	\$15.26	\$15.71	\$16.16	\$16.61	\$17.05	\$17.50	\$17.95
Grade 13	\$15.86	\$16.32	\$16.79	\$17.26	\$17.72	\$18.19	\$18.66
Grade 14	\$16.50	\$16.98	\$17.47	\$17.95	\$18.44	\$18.93	\$19.41
Grade 15	\$17.17	\$17.67	\$18.18	\$18.68	\$19.19	\$19.69	\$20.20
Grade 16	\$17.84	\$18.37	\$18.89	\$19.42	\$19.94	\$20.47	\$20.99
Grade 17	\$18.54	\$19.08	\$19.63	\$20.17	\$20.72	\$21.26	\$21.81
Grade 18	\$19.32	\$19.88	\$20.45	\$21.02	\$21.59	\$22.16	\$22.73
Grade 19	\$20.05	\$20.64	\$21.23	\$21.82	\$22.41	\$23.00	\$23.59
Grade 20	\$20.86	\$21.47	\$22.09	\$22.70	\$23.31	\$23.93	\$24.54
Grade 21	\$21.69	\$22.33	\$22.97	\$23.61	\$24.24	\$24.88	\$25.52
Grade 22	\$22.57	\$23.23	\$23.90	\$24.56	\$25.22	\$25.89	\$26.55
Grade 23	\$23.49	\$24.18	\$24.87	\$25.56	\$26.25	\$26.94	\$27.63
Grade 24	\$24.41	\$25.12	\$25.84	\$26.56	\$27.28	\$28.00	\$28.71
Grade 25	\$25.39	\$26.13	\$26.88	\$27.63	\$28.37	\$29.12	\$29.87