

RESOLUTION NO. 2015-14

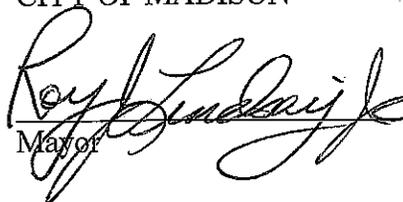
A RESOLUTION TO ESTABLISH EMPLOYEE COMPENSATION FOR 2016

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 2016.

Dated this 30th day of November, 2015.

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>	
Assistant Finance Officer	<u>Grade</u> 17
Computer/Finance Assistant	14
Utility Clerk	12
Administrative Assistant	12
<u>Police Department</u>	
Patrol Sergeant	<u>Grade</u> 20
Investigative Sergeant	20
Patrol Officer	17
Clerk	12
<u>Engineering Department</u>	
Building Official/Engineering Technician	<u>Grade</u> 22
Engineer Technician	21
<u>Library Department</u>	
Library Assistant III	<u>Grade</u> 14
Children's Librarian	12
Library Assistant II	8
Library Assistant I	4
<u>Community Center</u>	
Custodian	<u>Hourly Rate</u> \$14.45 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 – 100 hours for Patrol Sergeant and Patrol Officer (SRO as shifts scheduled). 80 hours all others.
- 6) Retirement – 8% for Patrol Sergeant, Investigative Sergeant and Patrol Officer. 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 or local fitness center. Community Center Custodian single CC 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 Patrol Officer.

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
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 – 80 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 or local fitness 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)	\$31.08
Lead Lineman (105% of Journey Lineman)	\$29.66
Journey Lineman/Electrician	\$28.25
Apprentice Journey Lineman/Electrician	
8 th 6 Months (90% of Journey Lineman)	\$25.43
7 th 6 Months (85% of Journey Lineman)	\$24.01
6 th 6 Months (80% of Journey Lineman)	\$22.60
5 th 6 Months (75% of Journey Lineman)	\$21.19
4 th 6 Months (70% of Journey Lineman)	\$19.78
3 rd 6 Months (65% of Journey Lineman)	\$18.36
2 nd 6 Months (60% of Journey Lineman)	\$16.95
1 st 6 Months (55% of Journey Lineman)	\$15.54
Meter Reader (80% of Journey Lineman)	\$22.60
Apprentice Meter Reader	
4 th 6 Months (90% of Meter Reader)	\$20.34
3 rd 6 Months (80% of Meter Reader)	\$18.08
2 nd 6 Months (70% of Meter Reader)	\$15.82
1 st 6 Months (60% of Meter Reader)	\$13.56
Computer & Load Management Operator	\$20.60
4 th 6 Months (90% of Operator)	\$18.54
3 rd 6 Months (80% of Operator)	\$16.48
2 nd 6 Months (70% of Operator)	\$14.42
1 st 6 Months (60% of Operator)	\$12.36

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 – 80 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 or local fitness 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	\$ 41,616	\$ 52,020	
Recreation Superintendent	\$ 34,242	\$ 42,803	
Aquatics Coordinator	\$ 35,529	\$ 44,411	
Group Fitness/Special Events Coordinator	\$ 26,802	\$ 33,502*	*plus commission per employment agreement
Fitness Coordinator	\$ 23,660	\$ 25,000*	

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 – 80 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. Recreation Superintendent, Group Fitness/Special Events Coordinator and 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 or local fitness center. Recreation Superintendent, Group Fitness/Special Events Coordinator, Fitness Coordinator and Aquatics Coordinator single CC 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	\$ 72,624	\$ 90,780
Finance Officer	\$ 64,056	\$ 80,070
Electric Utility Director	\$ 65,280	\$ 81,600
Public Works Director	\$ 65,280	\$ 81,600
Police Chief	\$ 58,752	\$ 73,440
Fire Chief	\$ 42,432	\$ 53,040
Library Director	\$ 47,328	\$ 59,160
Community Center Director	\$ 46,758	\$ 58,447

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. 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 – 80 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 or local fitness center. Community Center Director single CC 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 2016

	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	\$10.10	\$10.40	\$10.69	\$10.99	\$11.29	\$11.59	\$11.88
Grade 2	\$10.50	\$10.81	\$11.12	\$11.43	\$11.73	\$12.04	\$12.35
Grade 3	\$10.92	\$11.25	\$11.57	\$11.89	\$12.21	\$12.53	\$12.85
Grade 4	\$11.35	\$11.68	\$12.02	\$12.35	\$12.68	\$13.02	\$13.35
Grade 5	\$11.81	\$12.16	\$12.50	\$12.85	\$13.20	\$13.55	\$13.89
Grade 6	\$12.27	\$12.63	\$12.99	\$13.35	\$13.71	\$14.07	\$14.43
Grade 7	\$12.77	\$13.15	\$13.52	\$13.90	\$14.27	\$14.65	\$15.02
Grade 8	\$13.28	\$13.67	\$14.06	\$14.45	\$14.85	\$15.24	\$15.63
Grade 9	\$13.81	\$14.22	\$14.62	\$15.03	\$15.44	\$15.84	\$16.25
Grade 10	\$14.38	\$14.81	\$15.23	\$15.65	\$16.08	\$16.50	\$16.92
Grade 11	\$14.96	\$15.40	\$15.84	\$16.28	\$16.72	\$17.17	\$17.61
Grade 12	\$15.56	\$16.02	\$16.48	\$16.94	\$17.39	\$17.85	\$18.31
Grade 13	\$16.18	\$16.65	\$17.13	\$17.61	\$18.08	\$18.56	\$19.03
Grade 14	\$16.83	\$17.32	\$17.82	\$18.31	\$18.81	\$19.30	\$19.80
Grade 15	\$17.51	\$18.03	\$18.54	\$19.06	\$19.57	\$20.09	\$20.60
Grade 16	\$18.20	\$18.73	\$19.27	\$19.80	\$20.34	\$20.87	\$21.41
Grade 17	\$18.91	\$19.47	\$20.02	\$20.58	\$21.13	\$21.69	\$22.25
Grade 18	\$19.71	\$20.29	\$20.87	\$21.45	\$22.03	\$22.60	\$23.18
Grade 19	\$20.45	\$21.05	\$21.66	\$22.26	\$22.86	\$23.46	\$24.06
Grade 20	\$21.28	\$21.90	\$22.53	\$23.15	\$23.78	\$24.41	\$25.03
Grade 21	\$22.13	\$22.78	\$23.43	\$24.08	\$24.73	\$25.38	\$26.03
Grade 22	\$23.02	\$23.70	\$24.37	\$25.05	\$25.73	\$26.40	\$27.08
Grade 23	\$23.96	\$24.66	\$25.36	\$26.07	\$26.77	\$27.48	\$28.18
Grade 24	\$24.89	\$25.62	\$26.36	\$27.09	\$27.82	\$28.55	\$29.28
Grade 25	\$25.90	\$26.66	\$27.42	\$28.18	\$28.94	\$29.71	\$30.47