

RESOLUTION NO. 2819

BE IT RESOLVED by the governing body of the City of Madison, South Dakota:

That Attachment A and E of the official Step and Grade Management Salary Compensation plan adopted on December 19, 2011 and effective with the first pay period of 2012 is amended and effective the 2nd day of December, 2012 as follows:

Passed and approved this _____th day of October, 2012.

CITY OF MADISON

/s/Gene Hexom
Mayor

ATTEST: /s/Jeff Heinemeyer
City Finance Officer

ATTACHMENT A

GRADE ASSIGNMENT FOR FULL-TIME NON-EXEMPT POSITIONS

Finance Department
Assistant Finance Officer

Grade
17

BENEFITS

- 1) Overtime.
- 2) Compensation time.
- 3) Longevity - \$3.00 per month per year of service to begin after 5 years service.
- 4) Health Insurance - 95% of premium for single employee; 90% of premium for employee with two (2) party insurance or employee and children; 80% of premium for employee with a family insurance policy.
- 5) 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.
- 6) Severance - 1 week per each 5 years service to begin after 5 years service.
- 7) Sick pay - 13 days 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.
- 8) Annual leave - 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.
- 9) Shift Differential - \$.75 per hour for Police.
- 10) Retirement - 8% for Police. 6% all others.
- 11) Holiday - 110 hours for Patrol Sergeant and Patrolman. 88 hours all others.

ATTACHMENT E

SALARY RANGE FOR FULL-TIME EXEMPT SUPERVISOR POSITIONS

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>
Finance Officer	\$ 60,000	\$ 75,000

BENEFIT

- 1) Overtime – none.
- 2) Compensation time – none.
- 3) Longevity - \$4.00 per month per year of service to begin after 5 years service.
- 4) Health Insurance - 95% of premium for single employee; 90% of premium for employee with two (2) party insurance or employee and children; 80% of premium for employee with a family insurance policy.
- 5) 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.
- 6) Severance - 1 week per each 5 years service to begin after 5 years service.
- 7) Sick pay - 13 days per year. 30% payable upon resignation or retirement as a lump sum payment or earlier with 15 years of service, 1,500 hours and is 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, 1,500 hours and is 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.
- 8) Annual leave - 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.
- 9) Retirement - 8% for Police Chief and Fire Chief. 6% all others.
- 10) Holiday - 88 hours.