

RESOLUTION NO. 2019-31

A RESOLUTION TO ESTABLISH EMPLOYEE COMPENSATION FOR 2020

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

That the position grade assignments, salaries, wages, grade and step 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 2020.

The grade and step scale was adjusted by 1.50%. In addition, following the approval of their department head, employees will advance one step on the grade and step scale effective with the first pay period of 2020. Furthermore, wages listed in Section F will be adjusted by the same 1.50% and, following the approval of their department head, an additional 1.50% effective with the first pay period of 2020.

Dated this 2nd day of December, 2019. (Sections A, B, C, D, F and Grade and Step Scale)

CITY OF MADISON

/s/Marshall Dennert
Mayor

ATTEST: /s/Jennifer Eimers
Finance Officer

Published once at the approximate cost of \$_____.

SECTION A

GRADE ASSIGNMENT FOR FULL-TIME EXEMPT DEPARTMENT HEAD POSITIONS

<u>Finance</u>	<u>Grade</u>
Finance Officer	23
<u>Engineer</u>	<u>Grade</u>
City Engineer	25
<u>Police</u>	<u>Grade</u>
Police Chief	23
<u>Fire</u>	<u>Grade</u>
Fire Chief	21
<u>Streets, Parks, Solid Waste & Recycling</u>	<u>Grade</u>
Streets, Parks, Solid Waste & Recycling Director	22
<u>Library</u>	<u>Grade</u>
Library Director	20
<u>Utilities</u>	<u>Grade</u>
Utilities Director	25
<u>Community Center</u>	<u>Grade</u>
Community Center Director	21

BENEFITS FOR SECTION A

- 1) Vacation – 80 hours per year through 5th year; 6-13 years - 120 hours per year; 14-25 years - 160 hours per year; 25+ years - 200 hours per year.
- 2) 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.
- 3) Holiday – 92 hours.
- 4) Retirement – 8% for Fire Chief and Police Chief. 6% all others.
- 5) Health/Dental Insurance – single \$590.75 per month; employee + one \$1030.83 per month; employee + children \$1157.01 per month; family \$1214.62 per month.
- 6) Retired Health/Dental Insurance – able to retain group health and dental coverage by paying 100% of each monthly premium if eligible for SDRS benefits and has 15 years of full-time cumulative service. Coverage may continue until retiree reaches the age of 65 or otherwise qualifies for the Medicare program.
- 7) Life Insurance – \$30,000 term policy.
- 8) Flexible Benefits Plan – healthcare and dependent care options.
- 9) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center. Community Center employees receive single Community Center membership.
- 10) Severance – 40 hours per each 5 years service to begin after 5 years service.
- 11) Boot Allowance – \$75.00 annually with PR#1 to safety sensitive, Engineer, Police and Fire.

SECTION B

GRADE ASSIGNMENT/SALARY FOR FULL-TIME EXEMPT POSITIONS

<u>Finance</u>	<u>Grade</u>
Assistant Finance Officer	18
Human Resources Coordinator	17
<u>Streets, Parks, Solid Waste & Recycling</u>	<u>Grade</u>
Recreation Coordinator	14
<u>Utilities</u>	<u>Grade</u>
Superintendent - Plants	21
Superintendent - Distribution & Collection	21
GIS & Project Engineer	20
Utility Services Coordinator	18
<u>Community Center</u>	<u>Grade/Salary</u>
Assistant Director	17
Aquatics Coordinator	14
Fitness & Special Events Coordinator	12
Fitness Coordinator	\$32,915.06 + commission

BENEFITS FOR SECTION B

- 1) Vacation – 80 hours per year through 5th year; 6-13 years - 120 hours per year; 14-25 years - 160 hours per year; 25+ years - 200 hours per year.
- 2) 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.
- 3) Holiday – 92 hours.
- 4) Retirement – 6%.
- 5) Health/Dental Insurance – single \$590.75 per month; employee + one \$1030.83 per month; employee + children \$1157.01 per month; family \$1214.62 per month.
- 6) Retired Health/Dental Insurance – able to retain group health and dental coverage by paying 100% of each monthly premium if eligible for SDRS benefits and has 15 years of full-time cumulative service. Coverage may continue until retiree reaches the age of 65 or otherwise qualifies for the Medicare program.
- 7) Life Insurance – \$30,000 term policy.
- 8) Flexible Benefits Plan – healthcare and dependent care options.
- 9) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center. Community Center employees receive single Community Center membership.
- 10) Severance – 40 hours per each 5 years service to begin after 5 years service.
- 11) Boot Allowance – \$75.00 annually with PR#1 to safety sensitive, Engineer, Police and Fire.

SECTION C

GRADE ASSIGNMENT FOR FULL-TIME NON-EXEMPT POSITIONS

<u>Finance</u>	<u>Grade</u>
Finance Assistant	12
Utility Clerk	12
<u>Engineer</u>	<u>Grade</u>
Building Official/Code Enforcement Officer	19
Senior Engineering Technician	19
Engineering Technician	16
<u>Police</u>	<u>Grade</u>
Police Sergeant - Patrol	19
Police Sergeant - CID	19
Senior Police Officer	17
Police Officer	16
Administrative Assistant	12
<u>Library</u>	<u>Grade</u>
Systems Librarian	13
Children's Librarian	13
Library Assistant II	10
Library Assistant I	9
<u>Community Center</u>	<u>Grade</u>
Youth Coordinator	10
Maintenance Worker	10

BENEFITS FOR SECTION C

- 1) Compensation time.
- 2) Vacation – 80 hours per year through 5th year; 6-13 years - 120 hours per year; 14-25 years - 160 hours per year; 25+ years - 200 hours per year.
- 3) 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.
- 4) Holiday – 114 hours for Police Sergeant and Senior and Police Officers (Police Sergeant - CID and SRO as shifts scheduled). 92 hours all others.
- 5) Retirement – 8% for Police Sergeants and Officers. 6% all others.
- 6) Health/Dental Insurance – single \$590.75 per month; employee + one \$1030.83 per month; employee + children \$1157.01 per month; family \$1214.62 per month.
- 7) Retired Health/Dental Insurance – able to retain group health and dental coverage by paying 100% of each monthly premium if eligible for SDRS benefits and has 15 years of full-time cumulative service. Coverage may continue until retiree reaches the age of 65 or otherwise qualifies for the Medicare program.
- 8) Life Insurance – \$30,000 term policy.
- 9) Flexible Benefits Plan – healthcare and dependent care options.
- 10) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center. Community Center employees receive single Community Center membership.
- 11) Severance – 40 hours per each 5 years service to begin after 5 years service.
- 12) Boot Allowance – \$75.00 annually with PR#1 to safety sensitive, Engineer, Police and Fire.
- 13) Shift Differential – \$.75 per hour for Police Sergeants and Officers.

SECTION D

**GRADE ASSIGNMENT FOR FULL-TIME NON-EXEMPT
TEAMSTERS LOCAL UNION NO.120 POSITIONS**

<u>Streets, Parks, Solid Waste & Recycling</u>	<u>Grade</u>
Park Supervisor	17
Administrative Coordinator	16
Mechanic	14
Lead Heavy Equipment Operator	14
Heavy Equipment Operator	13
Park Technician	13
General Laborer - Recycling	10

<u>Utilities</u>	<u>Grade</u>
Distribution & Collection Operator II	14
Water & Wastewater Operator II	14
Distribution & Collection Operator I	13
Water & Wastewater Operator I	13

BENEFITS FOR SECTION D

- 1) Compensation time.
- 2) Vacation – 80 hours per year through 5th year; 6-13 years - 120 hours per year; 14-25 years - 160 hours per year; 25+ years - 200 hours per year.
- 3) 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.
- 4) Holiday – 92 hours.
- 5) Retirement – 6%.
- 6) Health/Dental Insurance – single \$590.75 per month; employee + one \$1030.83 per month; employee + children \$1157.01 per month; family \$1214.62 per month.
- 7) Retired Health/Dental Insurance – able to retain group health and dental coverage by paying 100% of each monthly premium if eligible for SDRS benefits and has 15 years of full-time cumulative service. Coverage may continue until retiree reaches the age of 65 or otherwise qualifies for the Medicare program.
- 8) Life Insurance – \$30,000 term policy.
- 9) Flexible Benefits Plan – healthcare and dependent care options.
- 10) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center.
- 11) Severance – 40 hours per each 5 years service to begin after 5 years service.
- 12) Boot Allowance – \$75.00 annually with PR#1 to safety sensitive, Engineer, Police and Fire.
- 13) Others as negotiated by union contract.

SECTION F

WAGES FOR PART-TIME WITH BENEFITS NON-EXEMPT POSITIONS

<u>Finance</u>	<u>Wage</u>
Utility Clerk	\$14.79
<u>Library</u>	<u>Wage</u>
Library Assistant I	\$16.71

BENEFITS FOR SECTION F

- 1) Vacation – pro-rated on hours worked.
- 2) Retirement – 6%.
- 3) Health/Dental Insurance – single \$590.75 per month; employee + one \$1030.83 per month; employee + children \$1157.01 per month; family \$1214.62 per month. Applicable only if Affordable Care Act criteria met.
- 4) Life Insurance – \$30,000 term policy. Applicable only if Affordable Care Act criteria met.
- 5) Flexible Benefits Plan – healthcare and dependent care options.
- 6) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center.

GRADE AND STEP SCALE 2020
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GRADE /STEP	A	B	C	D	E	F	G	H	I	J	K	L
8	15.21	15.44	15.67	15.91	16.14	16.38	16.64	16.88	17.13	17.39	17.65	17.91
	31,646.89	32,111.35	32,596.93	33,082.50	33,568.08	34,074.77	34,602.57	35,109.26	35,637.06	36,164.86	36,713.77	37,262.68
9	15.98	16.22	16.46	16.71	16.96	17.21	17.47	17.73	18.01	18.27	18.54	18.83
	33,230.29	33,736.98	34,243.66	34,750.35	35,278.15	35,805.95	36,333.75	36,882.66	37,452.69	38,001.60	38,571.62	39,162.76
10	16.79	17.04	17.30	17.56	17.82	18.09	18.36	18.64	18.91	19.19	19.49	19.77
	34,919.25	35,447.05	35,974.85	36,523.76	37,072.67	37,621.58	38,191.61	38,761.63	39,331.66	39,922.79	40,535.04	41,126.18
11	17.64	17.90	18.17	18.44	18.72	19.00	19.29	19.58	19.87	20.17	20.47	20.78
	36,692.66	37,241.57	37,790.48	38,360.50	38,930.53	39,521.66	40,112.80	40,725.05	41,337.30	41,949.54	42,582.90	43,216.26
12	18.53	18.81	19.09	19.38	19.67	19.97	20.26	20.56	20.88	21.19	21.51	21.83
	38,550.51	39,120.54	39,711.67	40,302.81	40,915.06	41,527.30	42,139.55	42,772.91	43,427.38	44,081.86	44,736.33	45,411.91
13	19.47	19.76	20.06	20.36	20.67	20.97	21.28	21.61	21.93	22.26	22.59	22.94
	40,492.82	41,105.06	41,717.31	42,350.67	42,984.03	43,617.39	44,271.86	44,947.45	45,623.03	46,298.62	46,995.31	47,713.12
14	20.45	20.77	21.07	21.39	21.71	22.04	22.37	22.71	23.04	23.39	23.74	24.10
	42,540.68	43,195.15	43,828.51	44,482.98	45,158.57	45,834.15	46,530.85	47,227.54	47,924.24	48,642.05	49,380.97	50,119.89
15	21.49	21.81	22.14	22.47	22.81	23.15	23.50	23.85	24.21	24.57	24.94	25.31
	44,694.10	45,369.69	46,045.27	46,741.97	47,438.66	48,156.47	48,874.28	49,613.20	50,352.12	51,112.15	51,872.18	52,653.33
16	22.58	22.92	23.26	23.61	23.96	24.32	24.68	25.06	25.44	25.82	26.21	26.59
	46,974.20	47,670.90	48,388.70	49,106.51	49,845.43	50,584.35	51,344.38	52,125.53	52,906.67	53,708.93	54,511.18	55,313.44
17	23.72	24.08	24.44	24.81	25.18	25.56	25.94	26.33	26.72	27.12	27.53	27.94
	49,338.74	50,077.66	50,837.70	51,597.73	52,378.87	53,160.02	53,962.27	54,764.53	55,587.90	56,411.26	57,255.74	58,121.34
18	24.92	25.29	25.68	26.07	26.45	26.85	27.25	27.66	28.07	28.50	28.93	29.35
	51,829.96	52,611.10	53,413.36	54,215.62	55,017.87	55,841.24	56,685.72	57,530.20	58,395.79	59,282.50	60,169.20	61,055.90
19	26.19	26.58	26.98	27.38	27.79	28.21	28.63	29.06	29.50	29.94	30.39	30.85
	54,468.96	55,292.33	56,115.70	56,960.18	57,804.66	58,670.25	59,556.95	60,443.66	61,351.47	62,280.40	63,209.33	64,159.37
20	27.51	27.92	28.34	28.77	29.20	29.64	30.08	30.53	30.99	31.45	31.93	32.41
	57,213.52	58,079.11	58,944.70	59,831.41	60,739.22	61,647.04	62,575.97	63,504.90	64,454.94	65,426.09	66,418.35	67,410.62
21	30.37	30.83	31.28	31.75	32.23	32.71	33.20	33.70	34.21	34.72	35.24	35.77
	63,167.10	64,117.14	65,067.18	66,038.34	67,030.60	68,043.98	69,057.35	70,091.84	71,147.44	72,224.15	73,300.86	74,398.69
22	33.52	34.02	34.53	35.05	35.58	36.11	36.65	37.20	37.76	38.33	38.90	39.48
	69,711.82	70,767.42	71,823.02	72,899.74	73,997.56	75,116.50	76,235.43	77,375.48	78,536.64	79,718.91	80,922.30	82,125.68
23	37.00	37.56	38.11	38.69	39.27	39.86	40.46	41.07	41.68	42.31	42.93	43.58
	76,953.24	78,114.40	79,275.56	80,478.94	81,682.33	82,906.82	84,152.43	85,419.15	86,685.87	87,994.82	89,303.76	90,654.93
24	40.84	41.45	42.07	42.70	43.35	44.00	44.66	45.33	46.01	46.70	47.40	48.11
	84,954.69	86,221.41	87,509.24	88,818.18	90,169.35	91,520.52	92,892.80	94,286.19	95,700.70	97,136.31	98,593.04	100,070.88
25	45.08	45.76	46.45	47.14	47.85	48.57	49.29	50.03	50.78	51.54	52.31	53.10
	93,758.39	95,172.90	96,608.51	98,044.13	99,521.97	101,020.92	102,519.87	104,061.05	105,623.34	107,206.74	108,811.25	110,457.98
26	49.76	50.51	51.27	52.03	52.81	53.60	54.40	55.23	56.06	56.89	57.74	58.62
	103,491.02	105,053.31	106,636.71	108,220.11	109,845.74	111,492.47	113,160.32	114,870.39	116,601.58	118,332.76	120,106.17	121,921.80

GRADE AND STEP SCALE 2020
(PAGE 2 OF 2)

GRADE /STEP	M	N	O	P	Q	R	S	T	U	V	W	X	Y
8	18.19	18.46	18.74	19.01	19.31	19.59	19.88	20.18	20.48	20.80	21.10	21.42	21.74
	37,832.70	38,402.73	38,972.75	39,542.78	40,155.02	40,746.16	41,358.41	41,970.66	42,604.02	43,258.49	43,891.85	44,546.32	45,221.90
9	19.10	19.40	19.68	19.98	20.28	20.58	20.89	21.20	21.52	21.84	22.18	22.50	22.85
	39,732.78	40,345.03	40,936.17	41,548.42	42,181.78	42,815.14	43,448.50	44,102.97	44,757.44	45,433.02	46,129.72	46,805.30	47,523.11
10	20.08	20.37	20.68	20.99	21.30	21.62	21.94	22.28	22.61	22.95	23.29	23.65	24.00
	41,759.54	42,371.78	43,005.14	43,659.62	44,314.09	44,968.56	45,644.14	46,340.84	47,037.54	47,734.23	48,452.04	49,190.96	49,929.88
11	21.09	21.41	21.73	22.06	22.38	22.72	23.06	23.41	23.76	24.12	24.47	24.85	25.21
	43,870.74	44,525.21	45,200.79	45,876.38	46,551.96	47,248.66	47,966.46	48,684.27	49,423.19	50,162.11	50,901.03	51,682.18	52,442.21
12	22.16	22.49	22.83	23.17	23.52	23.87	24.23	24.59	24.96	25.33	25.71	26.10	26.49
	46,087.50	46,784.19	47,480.89	48,198.70	48,916.50	49,655.42	50,394.34	51,154.38	51,914.41	52,695.55	53,476.70	54,278.95	55,102.32
13	23.27	23.63	23.98	24.34	24.71	25.08	25.46	25.83	26.23	26.61	27.02	27.43	27.83
	48,409.82	49,148.74	49,887.66	50,626.58	51,386.61	52,167.75	52,948.90	53,730.04	54,553.41	55,355.66	56,200.14	57,044.62	57,889.10
14	24.46	24.83	25.19	25.58	25.95	26.35	26.75	27.14	27.55	27.96	28.38	28.81	29.24
	50,879.92	51,639.95	52,399.98	53,202.24	53,983.38	54,806.75	55,630.12	56,453.49	57,297.97	58,163.56	59,029.15	59,915.86	60,823.67
15	25.70	26.09	26.47	26.87	27.27	27.68	28.10	28.52	28.95	29.38	29.82	30.27	30.72
	53,455.58	54,257.84	55,060.10	55,883.46	56,727.94	57,572.42	58,438.02	59,324.72	60,211.42	61,119.24	62,027.06	62,955.98	63,906.02
16	27.00	27.41	27.81	28.23	28.65	29.08	29.52	29.96	30.41	30.87	31.33	31.80	32.28
	56,157.92	57,002.40	57,846.88	58,712.47	59,599.18	60,485.88	61,393.70	62,322.62	63,251.55	64,201.59	65,172.74	66,143.90	67,136.16
17	28.36	28.79	29.22	29.66	30.10	30.55	31.01	31.48	31.95	32.43	32.92	33.41	33.91
	58,986.93	59,873.63	60,781.45	61,689.26	62,618.19	63,547.12	64,497.16	65,468.31	66,460.58	67,452.84	68,466.22	69,500.70	70,535.19
18	29.80	30.25	30.70	31.16	31.63	32.10	32.58	33.07	33.57	34.07	34.58	35.10	35.63
	61,984.83	62,913.76	63,863.80	64,813.84	65,784.99	66,777.26	67,769.52	68,782.90	69,817.38	70,872.98	71,928.58	73,005.30	74,103.12
19	31.30	31.78	32.26	32.73	33.23	33.73	34.24	34.74	35.27	35.80	36.34	36.87	37.43
	65,109.41	66,101.67	67,093.94	68,086.20	69,120.69	70,155.18	71,210.78	72,266.38	73,364.20	74,462.02	75,580.96	76,699.90	77,861.06
20	32.90	33.38	33.89	34.40	34.91	35.43	35.96	36.51	37.06	37.61	38.17	38.74	39.33
	68,423.99	69,437.37	70,492.97	71,548.57	72,604.17	73,701.99	74,799.82	75,939.86	77,079.91	78,219.96	79,402.23	80,584.50	81,809.00
21	36.31	36.85	37.40	37.96	38.54	39.11	39.70	40.30	40.89	41.51	42.13	42.77	43.41
	75,517.62	76,657.67	77,797.72	78,958.88	80,162.26	81,344.54	82,569.03	83,814.64	85,060.25	86,348.08	87,635.91	88,965.97	90,296.02
22	40.07	40.68	41.29	41.91	42.54	43.18	43.82	44.48	45.15	45.83	46.51	47.21	47.92
	83,350.18	84,616.90	85,883.62	87,171.45	88,480.39	89,810.45	91,140.50	92,512.78	93,906.18	95,320.68	96,735.18	98,191.91	99,669.75
23	44.23	44.90	45.57	46.25	46.95	47.65	48.37	49.10	49.84	50.58	51.34	52.11	52.89
	92,006.10	93,399.49	94,792.88	96,207.38	97,664.11	99,120.84	100,619.79	102,118.74	103,659.92	105,201.10	106,784.50	108,389.01	110,014.63
24	48.83	49.56	50.30	51.05	51.83	52.61	53.39	54.19	55.00	55.84	56.67	57.52	58.38
	101,569.83	103,089.90	104,631.07	106,193.36	107,797.87	109,423.50	111,049.12	112,716.97	114,405.93	116,137.11	117,868.30	119,641.70	121,436.22
25	53.90	54.71	55.53	56.36	57.21	58.07	58.93	59.81	60.72	61.63	62.55	63.49	64.44
	112,104.72	113,793.68	115,503.75	117,234.94	118,987.23	120,781.75	122,576.27	124,413.02	126,291.98	128,192.06	130,113.26	132,055.56	134,040.09
26	59.49	60.38	61.30	62.21	63.14	64.09	65.05	66.03	67.02	68.03	69.04	70.08	71.13
	123,737.43	125,595.29	127,495.37	129,395.45	131,337.75	133,301.17	135,306.81	137,333.56	139,402.54	141,492.62	143,603.82	145,757.25	147,952.90