

**RESOLUTION NO. 2021-20**

**A RESOLUTION TO AMEND ESTABLISHED EMPLOYEE COMPENSATION FOR 2021**

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

That Section B of Resolution No. 2020-32 adopted on November 23, 2020 is amended as follows:

Dated this 28<sup>th</sup> day of July, 2021.

CITY OF MADISON

/s/Marshall Dennert  
Mayor

ATTEST: /s/Sonya Wilt  
Finance Officer

Published once at the approximate cost of \$\_\_.

**SECTION B**

**GRADE ASSIGNMENT/SALARY FOR FULL-TIME EXEMPT POSITIONS**

<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
Recreation/Intramurals/Special Event Coordinator	12
Fitness & Special Events Coordinator	12
Fitness Coordinator	\$32,915.06 + commission

**BENEFITS FOR SECTION B**

- 1) Vacation – 80 hours per year through 5<sup>th</sup> 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 Insurance – single \$565.78 per month; employee + one \$984.14 per month; employee + children \$1112.48 per month; family \$1153.46 per month.
- 6) Dental Insurance – single \$35.57 per month; employee + one \$65.81 per month; employee + children \$66.09 per month; family \$85.70 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, Utilities.

**GRADE AND STEP SCALE 2021**  
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GRADE /STEP	A	B	C	D	E	F	G	H	I	J	K	L	M
8	15.44	15.67	15.91	16.14	16.38	16.63	16.89	17.13	17.39	17.65	17.92	18.18	18.46
	32,121.59	32,593.02	33,085.88	33,578.74	34,071.60	34,585.89	35,121.61	35,635.89	36,171.61	36,707.33	37,264.47	37,821.62	38,400.19
9	16.22	16.46	16.71	16.96	17.22	17.47	17.73	18.00	18.28	18.54	18.82	19.11	19.39
	33,728.74	34,243.03	34,757.32	35,271.61	35,807.32	36,343.04	36,878.76	37,435.90	38,014.48	38,571.62	39,150.20	39,750.20	40,328.78
10	17.04	17.30	17.56	17.82	18.09	18.36	18.64	18.91	19.19	19.48	19.78	20.07	20.38
	35,443.04	35,978.75	36,514.47	37,071.62	37,628.76	38,185.91	38,764.48	39,343.06	39,921.63	40,521.63	41,143.07	41,743.07	42,385.93
11	17.91	18.17	18.44	18.72	19.00	19.29	19.57	19.87	20.17	20.47	20.78	21.09	21.41
	37,243.05	37,800.19	38,357.34	38,935.91	39,514.49	40,114.49	40,714.49	41,335.92	41,957.36	42,578.79	43,221.65	43,864.51	44,528.80
12	18.81	19.09	19.38	19.67	19.97	20.26	20.56	20.87	21.19	21.51	21.83	22.16	22.49
	39,128.77	39,707.34	40,307.35	40,907.35	41,528.78	42,150.21	42,771.65	43,414.51	44,078.79	44,743.08	45,407.37	46,093.09	46,778.81
13	19.76	20.06	20.36	20.67	20.98	21.28	21.60	21.93	22.26	22.59	22.93	23.28	23.62
	41,100.21	41,721.64	42,343.07	42,985.93	43,628.79	44,271.65	44,935.94	45,621.66	46,307.38	46,993.10	47,700.24	48,428.82	49,135.96
14	20.76	21.08	21.39	21.71	22.04	22.37	22.71	23.05	23.39	23.74	24.10	24.46	24.83
	43,178.79	43,843.08	44,485.94	45,150.23	45,835.95	46,521.66	47,228.81	47,935.96	48,643.10	49,371.68	50,121.68	50,871.69	51,643.12
15	21.81	22.14	22.47	22.81	23.15	23.50	23.85	24.21	24.57	24.94	25.31	25.69	26.09
	45,364.52	46,050.23	46,735.95	47,443.10	48,150.24	48,878.82	49,607.39	50,357.40	51,107.40	51,878.83	52,650.27	53,443.13	54,257.42
16	22.92	23.26	23.61	23.96	24.32	24.68	25.06	25.44	25.82	26.21	26.60	26.99	27.40
	47,678.81	48,385.96	49,114.53	49,843.11	50,593.11	51,343.12	52,114.55	52,907.41	53,700.27	54,514.56	55,328.85	56,143.14	57,000.29
17	24.08	24.44	24.81	25.18	25.56	25.94	26.33	26.72	27.13	27.53	27.94	28.36	28.78
	50,078.83	50,828.83	51,600.26	52,371.69	53,164.56	53,957.42	54,771.71	55,586.00	56,421.71	57,257.43	58,114.58	58,993.16	59,871.73
18	25.29	25.67	26.06	26.46	26.85	27.25	27.66	28.07	28.50	28.93	29.36	29.79	30.25
	52,607.41	53,400.27	54,214.56	55,028.85	55,843.14	56,678.86	57,536.01	58,393.15	59,271.73	60,171.73	61,071.74	61,971.74	62,914.60
19	26.58	26.98	27.38	27.80	28.21	28.63	29.06	29.50	29.94	30.39	30.84	31.31	31.77
	55,285.99	56,121.71	56,957.43	57,814.58	58,671.73	59,550.30	60,450.31	61,350.31	62,271.74	63,214.61	64,157.47	65,121.76	66,086.05
20	27.92	28.34	28.76	29.20	29.64	30.08	30.54	30.99	31.45	31.93	32.41	32.90	33.39
	58,071.72	58,950.30	59,828.87	60,728.88	61,650.31	62,571.75	63,514.61	64,457.47	65,421.76	66,407.48	67,414.63	68,421.78	69,450.35
21	30.82	31.29	31.75	32.23	32.71	33.20	33.70	34.20	34.72	35.24	35.77	36.31	36.85
	64,114.61	65,078.90	66,043.19	67,028.91	68,036.06	69,064.64	70,093.21	71,143.22	72,214.65	73,307.51	74,400.38	75,514.67	76,650.39
22	34.02	34.53	35.05	35.57	36.11	36.66	37.20	37.76	38.32	38.90	39.49	40.08	40.67
	70,757.50	71,828.94	72,900.37	73,993.23	75,107.52	76,243.24	77,378.96	78,536.11	79,714.69	80,914.70	82,136.13	83,357.57	84,600.43
23	37.55	38.12	38.68	39.27	39.86	40.46	41.06	41.68	42.30	42.94	43.58	44.24	44.90
	78,107.54	79,286.12	80,464.69	81,686.13	82,907.56	84,150.43	85,414.72	86,700.44	87,986.16	89,314.74	90,643.32	92,014.75	93,386.19
24	41.46	42.07	42.70	43.34	44.00	44.66	45.33	46.01	46.70	47.40	48.11	48.83	49.56
	86,229.01	87,514.73	88,821.88	90,150.46	91,521.89	92,893.33	94,286.19	95,700.48	97,136.21	98,593.36	100,071.94	101,571.94	103,093.38
25	45.75	46.44	47.14	47.84	48.56	49.30	50.03	50.78	51.54	52.31	53.10	53.90	54.70
	95,164.77	96,600.49	98,057.64	99,514.79	101,014.80	102,536.23	104,057.67	105,621.96	107,207.69	108,814.84	110,443.42	112,114.85	113,786.29
26	50.50	51.26	52.04	52.81	53.60	54.41	55.22	56.05	56.90	57.74	58.61	59.50	60.38
	105,043.39	106,629.11	108,236.26	109,843.41	111,493.42	113,164.86	114,857.72	116,593.45	118,350.60	120,107.75	121,907.76	123,750.63	125,593.49

**GRADE AND STEP SCALE 2021**  
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GRADE /STEP	N	O	P	Q	R	S	T	U	V	W	X	Y
8	18.74	19.02	19.30	19.59	19.88	20.18	20.48	20.79	21.11	21.42	21.74	22.07
	38,978.77	39,557.34	40,135.92	40,757.35	41,357.35	41,978.78	42,600.22	43,243.08	43,907.37	44,550.23	45,214.51	45,900.23
9	19.69	19.98	20.27	20.58	20.89	21.20	21.52	21.84	22.17	22.51	22.84	23.19
	40,950.21	41,550.21	42,171.64	42,814.50	43,457.36	44,100.22	44,764.51	45,428.80	46,114.52	46,821.67	47,507.38	48,235.96
10	20.68	20.99	21.31	21.62	21.94	22.27	22.61	22.95	23.29	23.64	24.00	24.36
	43,007.36	43,650.22	44,314.51	44,978.80	45,643.09	46,328.81	47,035.95	47,743.10	48,450.25	49,178.82	49,928.82	50,678.83
11	21.73	22.06	22.39	22.72	23.06	23.41	23.76	24.12	24.48	24.84	25.22	25.59
	45,193.09	45,878.80	46,564.52	47,250.24	47,957.39	48,685.96	49,414.54	50,164.54	50,914.54	51,664.55	52,457.41	53,228.84
12	22.83	23.17	23.52	23.87	24.23	24.59	24.96	25.33	25.71	26.10	26.49	26.89
	47,485.95	48,193.10	48,921.68	49,650.25	50,400.26	51,150.26	51,921.69	52,693.12	53,485.99	54,278.85	55,093.14	55,928.85
13	23.98	24.34	24.70	25.08	25.46	25.84	26.22	26.62	27.01	27.42	27.84	28.25
	49,885.97	50,635.97	51,385.97	52,157.41	52,950.27	53,743.13	54,535.99	55,371.71	56,186.00	57,043.15	57,900.29	58,757.44
14	25.20	25.57	25.96	26.34	26.74	27.15	27.55	27.96	28.38	28.81	29.24	29.68
	52,414.55	53,185.98	54,000.27	54,793.13	55,628.85	56,464.57	57,300.29	58,157.44	59,036.01	59,914.59	60,814.59	61,736.03
15	26.48	26.87	27.27	27.68	28.09	28.52	28.95	29.38	29.83	30.27	30.72	31.18
	55,071.71	55,886.00	56,721.72	57,578.86	58,436.01	59,314.59	60,214.59	61,114.60	62,036.03	62,957.46	63,900.32	64,864.61
16	27.82	28.23	28.65	29.08	29.52	29.96	30.41	30.87	31.33	31.80	32.28	32.76
	57,857.44	58,714.58	59,593.16	60,493.16	61,393.17	62,314.60	63,257.46	64,200.33	65,164.62	66,150.34	67,136.05	68,143.20
17	29.22	29.66	30.10	30.56	31.01	31.47	31.95	32.43	32.92	33.41	33.92	34.42
	60,771.74	61,693.17	62,614.60	63,557.46	64,500.33	65,464.62	66,450.34	67,457.48	68,464.63	69,493.21	70,543.21	71,593.22
18	30.70	31.16	31.63	32.10	32.59	33.07	33.56	34.07	34.58	35.10	35.63	36.16
	63,857.47	64,821.76	65,786.05	66,771.77	67,778.91	68,786.06	69,814.64	70,864.64	71,936.08	73,007.51	74,100.38	75,214.67
19	32.26	32.74	33.22	33.73	34.23	34.75	35.26	35.80	36.34	36.88	37.43	37.99
	67,093.20	68,100.35	69,107.49	70,157.50	71,207.50	72,278.94	73,350.37	74,464.66	75,578.95	76,714.67	77,850.39	79,028.97
20	33.88	34.40	34.91	35.43	35.97	36.50	37.06	37.61	38.17	38.75	39.32	39.92
	70,478.93	71,550.36	72,621.80	73,693.23	74,807.52	75,921.81	77,078.96	78,236.11	79,393.26	80,593.27	81,793.27	83,036.14
21	37.41	37.96	38.53	39.12	39.69	40.29	40.90	41.51	42.14	42.76	43.41	44.06
	77,807.54	78,964.69	80,143.26	81,364.70	82,564.70	83,807.57	85,071.86	86,336.15	87,643.30	88,950.45	90,300.46	91,650.46
22	41.29	41.91	42.54	43.18	43.83	44.47	45.14	45.82	46.51	47.20	47.92	48.64
	85,886.15	87,171.87	88,479.02	89,807.60	91,157.60	92,507.61	93,900.48	95,314.77	96,750.49	98,186.21	99,664.79	101,164.80
23	45.58	46.26	46.95	47.66	48.37	49.10	49.83	50.58	51.34	52.11	52.89	53.69
	94,800.48	96,214.77	97,650.49	99,129.07	100,607.65	102,129.09	103,650.53	105,214.82	106,779.11	108,386.26	110,014.84	111,664.85
24	50.31	51.06	51.82	52.60	53.40	54.19	55.00	55.83	56.67	57.52	58.38	59.26
	104,636.24	106,200.54	107,786.26	109,414.84	111,064.85	112,714.86	114,407.72	116,122.02	117,879.17	119,636.32	121,436.33	123,257.77
25	55.53	56.36	57.21	58.06	58.94	59.81	60.71	61.63	62.56	63.49	64.44	65.41
	115,500.59	117,236.31	118,993.46	120,772.04	122,593.48	124,414.92	126,279.21	128,186.36	130,114.94	132,064.95	134,036.39	136,050.69
26	61.29	62.22	63.14	64.09	65.05	66.03	67.02	68.03	69.05	70.08	71.13	72.20
	127,479.22	129,407.80	131,336.38	133,307.82	135,300.69	137,336.41	139,393.56	141,493.57	143,615.01	145,757.88	147,943.61	150,172.19