

RESOLUTION NO. 2022-18

A RESOLUTION TO AMEND ESTABLISHED EMPLOYEE COMPENSATION FOR 2022

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

That Section B & C of Resolution 2021-29 adopted on November 22, 2021 is amended as follows:

Dated this 18th day of April, 2022.

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>Parks</u>	<u>Grade</u>
Superintendent – Parks	19
<u>Electric</u>	<u>Grade</u>
Superintendent – Electric	23
<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
Recreation/Intramurals Coordinator	12
Fitness & Special Events Coordinator	12
Fitness Coordinator	12 + 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) Holidays – 2021 Christmas Eve (4 hours), 2021 Christmas Day, New Year’s Day, Martin Luther King Day, President’s Day, Good Friday, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Columbus Day, Veteran’s Day, Thanksgiving Day. Holidays hours based on shift scheduled.
- 4) Retirement – 6%.
- 5) Health Insurance – single \$582.34 per month; employee + one \$1,014.06 per month; employee + children \$1,146.22 per month; family \$1,191.86 per month (city benefit towards premium).
- 6) Dental Insurance – single \$36.70 per month; employee + one \$68.02 per month; employee + children \$68.31 per month; family \$88.94 per month (city benefit towards premium).
- 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 of service to begin after 5 years of service.
- 12) Boot Allowance – \$150.00 annually with PR#1 to safety sensitive, Utilities.

SECTION C

GRADE ASSIGNMENT FOR FULL-TIME NON-EXEMPT POSITIONS

<u>Finance</u>	<u>Grade</u>
Finance Assistant	12
Utility Clerk	12
<u>Human Resources</u>	<u>Grade</u>
Human Resources Specialist	15
<u>Engineer & Community Development</u>	<u>Grade</u>
Building Official/Code Enforcement Officer	19
Engineering Technician	16
Administrative Assistant II	13
<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

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.
- 1) Holidays – 2021 Christmas Eve (4 hours), 2021 Christmas Day, New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day. Holidays hours based on shift scheduled.
- 4) Retirement – 8% for Police Sergeants and Officers. 6% all others.
- 5) Health Insurance – single \$582.34 per month; employee + one \$1,014.06 per month; employee + children \$1,146.22 per month; family \$1,191.86 per month (city benefit towards premium).
- 6) Dental Insurance – single \$36.70 per month; employee + one \$68.02 per month; employee + children \$68.31 per month; family \$88.94 per month (city benefit towards premium).
- 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 of service to begin after 5 years of service.
- 12) Boot Allowance – \$150.00 annually with PR#1 to safety sensitive, Engineer and Police.
- 13) Shift Differential – Weekday Night and Weekend Night 5pm –7 am \$2.00 (Police Dept Only)
- 14) Shift Differential – Weekend Day 7am – 5pm \$1.50 (Police Dept Only)