

**MIDVALE CITY, UTAH
RESOLUTION NO. 2015-R-28**

**A RESOLUTION ADOPTING THE EMPLOYEE JOB CLASSIFICATION PLAN AND
BENEFIT PACKAGE FOR FISCAL YEAR 2016.**

WHEREAS, Midvale City has heretofore established an Employee Benefit Package, Classification Plan, and Salary Scale; and

WHEREAS, city jobs should be classified and pay grades established according to job requirements and supervisory responsibilities; and

WHEREAS, it is in the best interests of Midvale City and the citizens thereof that a salary plan be formally adopted.

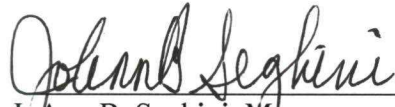
**NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF
MIDVALE CITY, STATE OF UTAH**, as follows:

SECTION ONE: Adjustments to the Fiscal Year 2016 Compensation Plan will be determined and made according to data derived from the compensation survey conducted by the Midvale City Human Resources Department.

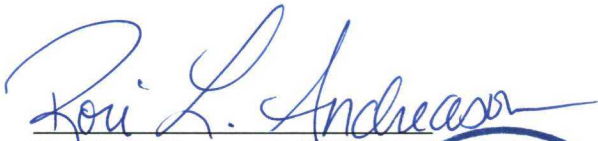
SECTION TWO: The Fiscal Year 2016 Employee Classification Plan and Benefits Package is attached hereto as Exhibits, are hereby adopted.

SECTION THREE: This resolution shall become effective upon adoption of the 2015 Certified Tax Rate and Fiscal Year 2016 Final Operating and Capital Budgets taking effect July 1, 2015.

**PASSED AND ADOPTED BY THE CITY COUNCIL OF MIDVALE CITY, STATE OF
UTAH**, this 16th day of June, 2015.


JoAnn B. Seghini, Mayor

ATTEST:


Ron L. Andreason, MMC, City Recorder



Voting by the Council:	"Aye"	"Nay"
Stephen Brown	☒	☐
Paul Glover	☒	☐
Quinn Sperry	☒	☐
Paul Hunt	☒	☐
Wayne Sharp	☒	☐

MIDVALE CITY

GENERAL PAY RANGES [FY 2016]

Hourly Pay Rates

Per Pay Period

Annual Pay Rates

Grade	Pay Range		
	Min	Mid	Max
1	9.76	11.72	13.68
2	10.16	12.19	14.21
3	10.58	12.68	14.78
4	10.94	13.15	15.36
5	11.42	13.70	15.98
6	11.90	14.26	16.61
7	12.38	14.84	17.30
8	12.86	15.43	18.00
9	13.34	16.04	18.74
10	13.94	16.71	19.49
11	13.94	17.11	20.28
12	14.54	17.83	21.13
13	15.14	18.56	21.98
14	15.75	19.33	22.90
15	16.47	20.17	23.86
16	17.19	21.02	24.85
17	17.91	21.91	25.90
18	18.63	22.81	26.99
19	19.47	23.80	28.14
20	19.59	24.46	29.33
21	20.43	25.50	30.56
22	21.27	26.57	31.86
23	22.12	27.67	33.21
24	23.08	28.85	34.63
25	24.04	30.10	36.15
26	25.12	31.40	37.68
27	26.20	32.75	39.30
28	27.28	34.13	40.99
29	28.49	35.61	42.74
30	29.81	37.20	44.59

Min	Pay Range		
	Mid	Max	
780.80	937.60	1,094.40	
812.80	975.20	1,136.80	
846.40	1,014.40	1,182.40	
875.20	1,052.00	1,228.80	
913.60	1,096.00	1,278.40	
952.00	1,140.80	1,328.80	
990.40	1,187.20	1,384.00	
1,028.80	1,234.40	1,440.00	
1,067.20	1,283.20	1,499.20	
1,115.20	1,336.80	1,559.20	
1,115.20	1,368.80	1,622.40	
1,163.20	1,426.40	1,690.40	
1,211.20	1,484.80	1,758.40	
1,260.00	1,546.40	1,832.00	
1,317.60	1,613.60	1,908.80	
1,375.20	1,681.60	1,988.00	
1,432.80	1,752.80	2,072.00	
1,490.40	1,824.80	2,159.20	
1,557.60	1,904.00	2,251.20	
1,567.20	1,956.80	2,346.40	
1,634.40	2,040.00	2,444.80	
1,701.60	2,125.60	2,548.80	
1,769.60	2,213.60	2,656.80	
1,846.40	2,308.00	2,770.40	
1,923.20	2,408.00	2,892.00	
2,009.60	2,512.00	3,014.40	
2,096.00	2,620.00	3,144.00	
2,182.40	2,730.40	3,279.20	
2,279.20	2,848.80	3,419.20	
2,384.80	2,976.00	3,567.20	

Grade	Pay Range		
	Min	Mid	Max
1	20,300.80	24,377.60	28,454.40
2	21,132.80	25,355.20	29,556.80
3	22,006.40	26,374.40	30,742.40
4	22,755.20	27,352.00	31,948.80
5	23,753.60	28,496.00	33,238.40
6	24,752.00	29,660.80	34,548.80
7	25,750.40	30,867.20	35,984.00
8	26,748.80	32,094.40	37,440.00
9	27,747.20	33,363.20	38,979.20
10	28,995.20	34,756.80	40,539.20
11	28,995.20	35,588.80	42,182.40
12	30,243.20	37,086.40	43,950.40
13	31,491.20	38,604.80	45,718.40
14	32,760.00	40,206.40	47,632.00
15	34,257.60	41,953.60	49,628.80
16	35,755.20	43,721.60	51,688.00
17	37,252.80	45,572.80	53,872.00
18	38,750.40	47,444.80	56,139.20
19	40,497.60	49,504.00	58,531.20
20	40,747.20	50,876.80	61,006.40
21	42,494.40	53,040.00	63,564.80
22	44,241.60	55,265.60	66,268.80
23	46,009.60	57,553.60	69,076.80
24	48,006.40	60,008.00	72,030.40
25	50,003.20	62,608.00	75,192.00
26	52,249.60	65,312.00	78,374.40
27	54,496.00	68,120.00	81,744.00
28	56,742.40	70,990.40	85,259.20
29	59,259.20	74,068.80	88,899.20
30	62,004.80	77,376.00	92,747.20

MIDVALE CITY

EXECUTIVE & EXEMPT PAY RANGES [FY 2016]

Annual Pay Rates

Per Pay Period

Hourly Pay Rates

Grade	Pay Range			Grade	Pay Range			Grade	Pay Range		
	Min	Mid	Max		Min	Mid	Max		Min	Mid	Max
50	22.36	28.49	34.63	50	1,788.80	2,279.20	2,770.40	50	46,508.80	59,259.20	72,030.40
51	23.32	29.74	36.15	51	1,865.60	2,379.20	2,892.00	51	48,505.60	61,859.20	75,192.00
52	24.28	30.98	37.68	52	1,942.40	2,478.40	3,014.40	52	50,502.40	64,438.40	78,374.40
53	25.36	32.23	39.30	53	2,028.80	2,578.40	3,144.00	53	52,748.80	67,038.40	81,744.00
54	26.44	33.71	40.99	54	2,115.20	2,696.80	3,279.20	54	54,995.20	70,116.80	85,259.20
55	27.64	35.19	42.74	55	2,211.20	2,815.20	3,419.20	55	57,491.20	73,195.20	88,899.20
56	28.85	36.72	44.59	56	2,308.00	2,937.60	3,567.20	56	60,008.00	76,377.60	92,747.20
57	30.05	38.29	46.53	57	2,404.00	3,063.20	3,722.40	57	62,504.00	79,643.20	96,782.40
58	31.25	39.89	48.54	58	2,500.00	3,191.20	3,883.20	58	65,000.00	82,971.20	100,963.20
59	32.69	41.66	50.63	59	2,615.20	3,332.80	4,050.40	59	67,995.20	86,652.80	105,310.40
60	34.13	43.47	52.80	60	2,730.40	3,477.60	4,224.00	60	70,990.40	90,417.60	109,824.00
61	35.58	45.33	55.09	61	2,846.40	3,626.40	4,407.20	61	74,006.40	94,286.40	114,587.20
62	35.94	46.71	57.48	62	2,875.20	3,736.80	4,598.40	62	74,755.20	97,156.80	119,558.40
63	37.50	48.73	59.95	63	3,000.00	3,898.40	4,796.00	63	78,000.00	101,358.40	124,696.00
64	38.94	50.71	62.49	64	3,115.20	4,056.80	4,999.20	64	80,995.20	105,476.80	129,979.20
65	40.63	52.91	65.19	65	3,250.40	4,232.80	5,215.20	65	84,510.40	110,052.80	135,595.20
66	42.55	55.27	67.99	66	3,404.00	4,421.60	5,439.20	66	88,504.00	114,961.60	141,419.20
67	44.23	57.57	70.90	67	3,538.40	4,605.60	5,672.00	67	91,998.40	119,745.60	147,472.00
68	46.15	60.07	73.99	68	3,692.00	4,805.60	5,919.20	68	95,992.00	124,945.60	153,899.20
69	48.08	62.62	77.16	69	3,846.40	5,009.60	6,172.80	69	100,006.40	130,249.60	160,492.80
70	50.24	65.36	80.48	70	4,019.20	5,228.80	6,438.40	70	104,499.20	135,948.80	167,398.40

MIDVALE CITY

PAY PLAN [FY 2016]

Hourly Pay Rates

Per Pay Period

Annual Pay Rates

Positions	Pay Range			
	GR	Min	Mid	Max
City Manager	68	46.15	60.07	73.99
Asst. CM/CD Dir	65	40.63	52.91	65.19
Asst. CM/Admin Srvc Dir	65	40.63	52.91	65.19
Public Works Director	64	38.94	50.71	62.49
HR Director/City Recorder	63	37.50	48.73	59.95
RDA Director	63	37.50	48.73	59.95
City Engineer	61	35.58	45.33	55.09
IT Manager	59	32.69	41.66	50.63
Asst. Finance Dir/City Treasurer	58	31.25	39.89	48.54
Court Administrator	56	28.85	36.72	44.59
Econ Devel Director	56	28.85	36.72	44.59
City Planner	56	28.85	36.72	44.59
Building Official	55	27.64	35.19	42.74
Senior Accountant	52	24.28	30.98	37.68
Systems Administrator	26	25.12	31.40	37.68
Pub Util Super	25	24.04	30.10	36.15
Site Coordinator	24	23.08	28.85	34.63
Streets Supervisor	23	22.12	27.67	33.21
Storm Drain Supervisor	23	22.12	27.67	33.21
Building Inspector III	23	22.12	27.67	33.21
Emergency Manager	23	22.12	27.67	33.21
Building Inspector II	22	21.27	26.57	31.86
Community Developer	22	21.27	26.57	31.86
Associate Planner	22	21.27	26.57	31.86

Pay Range			
Min	Mid	Max	
3,692.00	4,805.60	5,919.20	
3,250.40	4,232.80	5,215.20	
3,250.40	4,232.80	5,215.20	
3,115.20	4,056.80	4,999.20	
3,000.00	3,898.40	4,796.00	
3,000.00	3,898.40	4,796.00	
2,846.40	3,626.40	4,407.20	
2,615.20	3,332.80	4,050.40	
2,500.00	3,191.20	3,883.20	
2,308.00	2,937.60	3,567.20	
2,308.00	2,937.60	3,567.20	
2,308.00	2,937.60	3,567.20	
2,211.20	2,815.20	3,419.20	
1,942.40	2,478.40	3,014.40	
2,009.60	2,512.00	3,014.40	
1,923.20	2,408.00	2,892.00	
1,846.40	2,308.00	2,770.40	
1,769.60	2,213.60	2,656.80	
1,769.60	2,213.60	2,656.80	
1,769.60	2,213.60	2,656.80	
1,701.60	2,125.60	2,548.80	
1,701.60	2,125.60	2,548.80	
1,701.60	2,125.60	2,548.80	

Pay Range				Rng	Positions
GR	Min	Mid	Max		
68	95,992.00	124,945.60	153,899.20	0.60	City Manager
65	84,510.40	110,052.80	135,595.20	0.60	Asst. CM/CD Dir
65	84,510.40	110,052.80	135,595.20	0.60	Asst. CM/Admin Srvc Dir
64	80,995.20	105,476.80	129,979.20	0.60	Public Works Director
63	78,000.00	101,358.40	124,696.00	0.60	HR Director/City Recorder
63	78,000.00	101,358.40	124,696.00	0.60	RDA Director
61	74,006.40	94,286.40	114,587.20	0.55	City Engineer
59	67,995.20	86,652.80	105,310.40	0.55	IT Manager
58	65,000.00	82,971.20	100,963.20	0.55	Asst. Finance Dir/City Treasurer
56	60,008.00	76,377.60	92,747.20	0.55	Court Administrator
56	60,008.00	76,377.60	92,747.20	0.55	Econ Devel Director
56	60,008.00	76,377.60	92,747.20	0.55	City Planner
55	57,491.20	73,195.20	88,899.20	0.55	Building Official
52	50,502.40	64,438.40	78,374.40	0.55	Senior Accountant
26	52,249.60	65,312.00	78,374.40	0.50	Systems Administrator
25	50,003.20	62,608.00	75,192.00	0.50	Pub Util Super
24	48,006.40	60,008.00	72,030.40	0.50	Site Coordinator
23	46,009.60	57,553.60	69,076.80	0.50	Streets Supervisor
23	46,009.60	57,553.60	69,076.80	0.50	Storm Drain Supervisor
23	46,009.60	57,553.60	69,076.80	0.50	Building Inspector III
23	46,009.60	57,553.60	69,076.80	0.50	Emergency Manager
22	44,241.60	55,265.60	66,268.80	0.50	Building Inspector II
22	44,241.60	55,265.60	66,268.80	0.50	Community Developer
22	44,241.60	55,265.60	66,268.80	0.50	Associate Planner

Benefits Coordinator	22	21.27	26.57	31.86	1,701.60	2,125.60	2,548.80	22	44,241.60	55,265.60	66,268.80	0.50	Benefits Coordinator
Project Manager	22	21.27	26.57	31.86	1,701.60	2,125.60	2,548.80	22	44,241.60	55,265.60	66,268.80	0.50	Project Manager
Planner I/RDA Coord	21	20.43	25.50	30.56	1,634.40	2,040.00	2,444.80	21	42,494.40	53,040.00	63,564.80	0.50	Planner I/RDA Coord
Public Utilities Foreman	20	19.59	24.46	29.33	1,567.20	1,956.80	2,346.40	20	40,747.20	50,876.80	61,006.40	0.50	Public Utilities Foreman
Shop Foreman	19	19.47	23.80	28.14	1,557.60	1,904.00	2,251.20	19	40,497.60	49,504.00	58,531.20	0.45	Shop Foreman
Pub Util Inspector	18	18.63	22.81	26.99	1,490.40	1,824.80	2,159.20	18	38,750.40	47,444.80	56,139.20	0.45	Pub Util Inspector
Strm Wtr Coord	18	18.63	22.81	26.99	1,490.40	1,824.80	2,159.20	18	38,750.40	47,444.80	56,139.20	0.45	Strm Wtr Coord
Admin Asst	17	17.91	21.91	25.90	1,432.80	1,752.80	2,072.00	17	37,252.80	45,572.80	53,872.00	0.45	Admin Asst.
Utility Tech III	17	17.91	21.91	25.90	1,432.80	1,752.80	2,072.00	17	37,252.80	45,572.80	53,872.00	0.45	Utility Tech III
Code Comp Officer	16	17.19	21.02	24.85	1,375.20	1,681.60	1,988.00	16	35,755.20	43,721.60	51,688.00	0.45	Code Comp Officer
IT Technician	16	17.19	21.02	24.85	1,375.20	1,681.60	1,988.00	16	35,755.20	43,721.60	51,688.00	0.45	IT Technician
Wastewater Lead Operator	15	16.47	20.17	23.86	1,317.60	1,613.60	1,908.80	15	34,257.60	41,953.60	49,628.80	0.45	Wastewater Lead Operator
Equip Operator III	15	16.47	20.17	23.86	1,317.60	1,613.60	1,908.80	15	34,257.60	41,953.60	49,628.80	0.45	Equip Operator III
Utility Tech II	15	16.47	20.17	23.86	1,317.60	1,613.60	1,908.80	15	34,257.60	41,953.60	49,628.80	0.45	Utility Tech II
Facilities Maint. Tech	15	16.47	20.17	23.86	1,317.60	1,613.60	1,908.80	15	34,257.60	41,953.60	49,628.80	0.45	Facilities Maint. Tech
Bus Lic Admin	14	15.75	19.32	22.90	1,260.00	1,546.40	1,832.00	14	32,750.00	40,191.00	47,632.00	0.45	Bus Lic Admin
Permit Tech	14	15.75	19.32	22.90	1,260.00	1,546.40	1,832.00	14	32,750.00	40,191.00	47,632.00	0.45	Permit Tech
Wtr Mtr Maint Tech	13	15.14	18.56	21.98	1,211.20	1,484.80	1,758.40	13	31,491.20	38,604.80	45,718.40	0.45	Wtr Mtr Maint Tech
Accts Payable Clerk	13	15.14	18.56	21.98	1,211.20	1,484.80	1,758.40	13	31,491.20	38,604.80	45,718.40	0.45	Accts Payable Clerk
Utility Billing Clerk	13	15.14	18.56	21.98	1,211.20	1,484.80	1,758.40	13	31,491.20	38,604.80	45,718.40	0.45	Utility Billing Clerk
Equip Operator II	13	15.14	18.56	21.98	1,211.20	1,484.80	1,758.40	13	31,491.20	38,604.80	45,718.40	0.45	Equip Operator II
Utility Tech I	13	15.14	18.56	21.98	1,211.20	1,484.80	1,758.40	13	31,491.20	38,604.80	45,718.40	0.45	Utility Tech I
Bldg Maint Tech	12	14.54	17.83	21.13	1,163.20	1,426.40	1,690.40	12	30,243.20	37,086.40	43,950.40	0.45	Bldg Maint Tech
Cust Svc Rep	11	13.94	17.11	20.28	1,115.20	1,368.80	1,622.40	11	28,995.20	35,588.80	42,182.40	0.45	Cust Svc Rep
Court Clerk	10	13.94	16.71	19.49	1,115.20	1,336.80	1,559.20	10	28,995.20	34,756.80	40,539.20	0.40	Court Clerk
Senior Van Driver	9	13.34	16.04	18.74	1,067.20	1,283.20	1,499.20	9	27,747.20	33,363.20	38,979.20	0.40	Senior Van Driver
Receptionist	8	12.86	15.43	18.00	1,028.80	1,234.40	1,440.00	8	26,748.80	32,094.40	37,440.00	0.40	Receptionist



MIDVALE CITY BENEFIT PACKAGE

Fiscal Year 2016

RETIREMENT

UTAH RETIREMENT SYSTEMS: Retirement Plan for public service employees subject to the terms, conditions, and limitations as defined and regulated by the Utah State Retirement Board, the City provides coverage for employees in eligible employment classifications in the Utah State Retirement System.

ICMA RETIREMENT CORP. PERFORMANCE PLAN 401(a) RETIREMENT PLAN: Retirement Plan for general employees. The City will provide a 1% match to the 401(a) when the employee contributes 1% to a City-sponsored ICMA 457 or URS 401(k) account.

ICMA RETIREMENT CORP. PERFORMANCE PLAN 457 RETIREMENT Plan: Tax deferred retirement plan. Employee may defer up to \$18,000. Catch up 55 yrs or older \$24,000.

RETIREMENT HEALTH SAVINGS PLAN (RHS):

Contribution Sources and amounts:

1. **Direct Employer Contributions:** A discretionary amount to be determined each Plan Year (none for FY 2016)
2. **Mandatory Employee Compensation Contributions:** Decreased Merit or Pay Plan Adjustment per City Policy (None for FY 2016)
3. **Mandatory Employee Leave Contributions:** Accrued Sick Leave per City Policy

Only participants with accrued sick leave in excess of 480 hours at the end of the first full pay period in January are eligible for contribution to the RHSP. Contribution is equal to sick leave earned during calendar year less sick leave used during calendar year multiplied by 50%. Hours necessary to reach 480 hours are considered "used." AFTER the contribution to the RHS plan, participants may elect to convert 25% of remaining sick leave in excess of 240 hours to vacation leave.

City contributes 10% of employee's accrued sick leave to RHS at time of separation from service.

LIFE INSURANCE

Basic Term Life Insurance, Dependent Life Insurance, and Accidental Death and Dismemberment coverage: Provided by Midvale City to employees enrolled in a Medical plan with Midvale City at no cost to the employee. Employees not enrolled in the medical plans may purchase term life insurance through payroll deduction.

- \$50,000 employee
- \$5,000 spouse
- \$2,500 dependents

Additional life and Additional Accidental Death & Dismemberment (Optional): Employees may purchase additional term life insurance and/or Accidental death and dismemberment insurance.

Disability Insurance: The City pays the premium for long-term disability coverage for Full-Time and Qualified Part-Time Employees.

FLEXIBLE SPENDING PLAN (Optional)

Employees may elect up to \$2,550 for medical expenses \$5,000 for child care pre-tax.

MIDVALE CITY BENEFIT PACKAGE
Fiscal Year 2016

HEALTH SAVINGS ACCOUNT

Employees selecting the High Deductible Health Plan may elect up to \$3350 single and \$6650 Family for medical expenses.

CAFETERIA PLAN MONTHLY PREMIUM INFORMATION:

The premiums listed below are calculated per pay period.

MEDICAL – TRADITIONAL SELECT HEALTH:

Select: Care

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$34.00	Single - \$645.90
Double - \$204.10	Double - \$1203.30
Family - \$276.14	Family - \$1627.56

Select: Med

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$0	Single - \$645.90
Double - \$133.70	Double - \$1203.30
Family - \$180.74	Family - \$1627.56

MEDICAL – HIGH DEDUCTIBLE HEALTH PLAN:

Select: Care

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$30.30	\$570.30
Double - \$121.13	\$1121.48
Family - \$163.94	\$1516.87

Select: Med

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$0	\$570.30
Double - \$59.03	\$1121.48
Family - \$79.84	\$1516.87

DENTAL – PEHP:

Traditional

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$0	Single - \$48.38
Double - \$6.62	Double - \$59.56
Family - \$10.02	Family - \$90.16

Preferred

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$0	Single - \$47.42
Double - \$5.30	Double - \$59.56
Family - \$8.02	Family - \$90.16

VISION:

EyeMed:

Payroll Deduction

Single - \$2.92
Double - \$5.55
Family - \$8.15

Waive Eligible Medical Benefit:

The City offers Eligible Employees covered by other insurance (must have proof of coverage) the ability to waive medical insurance with the City. In lieu of medical insurance the employee waiving the insurance receives a stipend of \$159.00 per pay period. The employee may take dental and/or vision insurance and still receive the stipend.