

**MIDVALE CITY, UTAH
RESOLUTION NO. 2017-R-22**

**A RESOLUTION ADOPTING THE EMPLOYEE JOB CLASSIFICATION PLAN AND
BENEFIT PACKAGE FOR FISCAL YEAR 2018**

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.

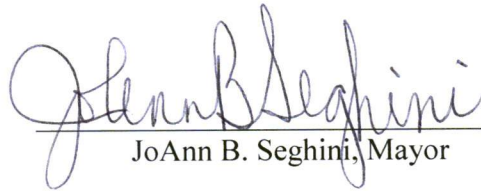
**NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF
MIDVALE CITY, STATE OF UTAH:**

SECTION ONE: Adjustments to the Fiscal Year 2018 Compensation Plan have been determined and made according to data derived from the compensation survey conducted by the Midvale City Human Resources Department.

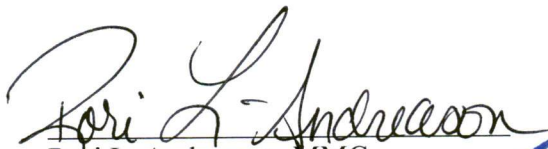
SECTION TWO: The Fiscal Year 2018 Employee Classification Plan and Benefits Package is attached hereto as Exhibits, are hereby adopted.

SECTION THREE: This resolution shall become effective upon adoption of the 2017 Certified Tax Rate and Fiscal Year 2018 Final Operating and Capital Budgets taking effect July 1, 2017.

Adopted by the City Council of Midvale City, State of Utah, this 20th day of June, 2017.


JoAnn B. Seghini, Mayor

ATTEST:


Rori L. Andreason, MMC
City Recorder

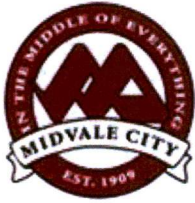
Voting by the Council:

Stephen Brown
Paul Glover
Quinn Sperry
Paul Hunt
Wayne Sharp

“Aye” “Nay”

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MIDVALE CITY BENEFIT PACKAGE

Fiscal Year 2018

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 2018)
2. **Mandatory Employee Compensation Contributions:** Decreased Merit or Pay Plan Adjustment per City Policy (None for FY 2018)
3. **Mandatory Employee Leave Contributions:** Accrued Sick Leave per City Policy (None for FY 2018)

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.

MIDVALE CITY BENEFIT PACKAGE
Fiscal Year 2018

FLEXIBLE SPENDING PLAN (Optional)

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

HEALTH SAVINGS ACCOUNT

Employees selecting the High Deductible Health Plan may elect up to \$3350 single and \$6750 Family for medical expenses. City pays 90% of high deductible.

CAFETERIA PLAN MONTHLY PREMIUM INFORMATION:

MEDICAL – TRADITIONAL:

United HealthCare

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$0	Single - \$612.66
Double - \$131.72	Double - \$1185.51
Family - \$180.73	Family - \$1626.62

United HealthCare + U of U

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$20.92	Single - \$612.66
Double - \$176.68	Double - \$1185.51
Family - \$242.44	Family - \$1626.62

MEDICAL – HIGH DEDUCTIBLE HEALTH PLAN:

United HealthCare

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$0	Single - \$520.45
Double - \$55.95	Double - \$1063.03
Family - \$76.77	Family - \$1458.57

United HealthCare + U of U

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$20.75	Single - \$520.45
Double - \$100.56	Double - \$1063.03
Family - \$137.98	Family - \$1458.57

DENTAL – DENTAL SELECT:

Platinum

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$0	Single - \$48.77
Double - \$6.67	Double - \$60.04
Family - \$10.10	Family - \$90.89

VISION – EYEMED:

Choice Vision 12

<u>Payroll Deduction</u>
Single - \$4.87
Double - \$9.26
Family - \$13.64

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 \$220.00 per pay period. The employee may take dental and/or vision insurance and still receive the stipend.

MIDVALE CITY

GENERAL PAY RANGES [FY 2018]

Hourly Pay Rates

Per Pay Period

Annual Pay Rates

	Pay Range				Pay Range				Pay Range			
Grade	Min	Mid	Max	Min	Mid	Max	Grade	Min	Mid	Max	Range	
1	9.76	11.72	13.68	780.80	937.60	1,094.40	1	20,300.80	24,377.60	28,454.40	0.40	
2	10.16	12.19	14.21	812.80	975.20	1,136.80	2	21,132.80	25,355.20	29,556.80	0.40	
3	10.58	12.68	14.78	846.40	1,014.40	1,182.40	3	22,006.40	26,374.40	30,742.40	0.40	
4	10.94	13.15	15.36	875.20	1,052.00	1,228.80	4	22,755.20	27,352.00	31,948.80	0.40	
5	11.42	13.70	15.98	913.60	1,096.00	1,278.40	5	23,753.60	28,496.00	33,238.40	0.40	
6	11.90	14.26	16.61	952.00	1,140.80	1,328.80	6	24,752.00	29,660.80	34,548.80	0.40	
7	12.38	14.84	17.30	990.40	1,187.20	1,384.00	7	25,750.40	30,867.20	35,984.00	0.40	
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	
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	
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	
11	14.01	17.11	20.28	1,120.80	1,368.80	1,622.40	11	29,140.80	35,588.80	42,182.40	0.45	
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	
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	
14	15.75	19.33	22.90	1,260.00	1,546.40	1,832.00	14	32,760.00	40,206.40	47,632.00	0.45	
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	
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	
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	
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	
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	
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	
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	
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	
23	22.12	27.67	33.21	1,769.60	2,213.60	2,656.80	23	46,009.60	57,553.60	69,076.80	0.50	
24	23.08	28.85	34.63	1,846.40	2,308.00	2,770.40	24	48,006.40	60,008.00	72,030.40	0.50	
25	24.04	30.10	36.15	1,923.20	2,408.00	2,892.00	25	50,003.20	62,608.00	75,192.00	0.50	
26	25.12	31.40	37.68	2,009.60	2,512.00	3,014.40	26	52,249.60	65,312.00	78,374.40	0.50	
27	26.20	32.75	39.30	2,096.00	2,620.00	3,144.00	27	54,496.00	68,120.00	81,744.00	0.50	
28	27.28	34.13	40.99	2,182.40	2,730.40	3,279.20	28	56,742.40	70,990.40	85,259.20	0.50	
29	28.49	35.61	42.74	2,279.20	2,848.80	3,419.20	29	59,259.20	74,068.80	88,899.20	0.50	
30	29.81	37.20	44.59	2,384.80	2,976.00	3,567.20	30	62,004.80	77,376.00	92,747.20	0.50	

MIDVALE CITY

EXECUTIVE & EXEMPT PAY RANGES [FY 2018]

Hourly Pay Rates

Per Pay Period

Annual Pay Rates

	Pay Range				Pay Range				Pay Range			
Grade	Min	Mid	Max		Min	Mid	Max		Grade	Min	Mid	Max
50	22.36	28.49	34.63	1,788.80	2,279.20	2,770.40	50	46,508.80	59,259.20	72,030.40	0.55	
51	23.32	29.74	36.15	1,865.60	2,379.20	2,892.00	51	48,505.60	61,859.20	75,192.00	0.55	
52	24.28	30.98	37.68	1,942.40	2,478.40	3,014.40	52	50,502.40	64,438.40	78,374.40	0.55	
53	25.36	32.23	39.30	2,028.80	2,578.40	3,144.00	53	52,748.80	67,038.40	81,744.00	0.55	
54	26.44	33.71	40.99	2,115.20	2,696.80	3,279.20	54	54,995.20	70,116.80	85,259.20	0.55	
55	27.64	35.19	42.74	2,211.20	2,815.20	3,419.20	55	57,491.20	73,195.20	88,899.20	0.55	
56	28.85	36.72	44.59	2,308.00	2,937.60	3,567.20	56	60,008.00	76,377.60	92,747.20	0.55	
57	30.05	38.29	46.53	2,404.00	3,063.20	3,722.40	57	62,504.00	79,643.20	96,782.40	0.55	
58	31.25	39.89	48.54	2,500.00	3,191.20	3,883.20	58	65,000.00	82,971.20	100,963.20	0.55	
59	32.69	41.66	50.63	2,615.20	3,332.80	4,050.40	59	67,995.20	86,652.80	105,310.40	0.55	
60	34.13	43.47	52.80	2,730.40	3,477.60	4,224.00	60	70,990.40	90,417.60	109,824.00	0.55	
61	35.58	45.33	55.09	2,846.40	3,626.40	4,407.20	61	74,006.40	94,286.40	114,587.20	0.55	
62	35.94	46.71	57.48	2,875.20	3,736.80	4,598.40	62	74,755.20	97,156.80	119,558.40	0.60	
63	37.50	48.73	59.95	3,000.00	3,898.40	4,796.00	63	78,000.00	101,358.40	124,696.00	0.60	
64	38.94	50.71	62.49	3,115.20	4,056.80	4,999.20	64	80,995.20	105,476.80	129,979.20	0.60	
65	40.63	52.91	65.19	3,250.40	4,232.80	5,215.20	65	84,510.40	110,052.80	135,595.20	0.60	
66	42.55	55.27	67.99	3,404.00	4,421.60	5,439.20	66	88,504.00	114,961.60	141,419.20	0.60	
67	44.23	57.57	70.90	3,538.40	4,605.60	5,672.00	67	91,998.40	119,745.60	147,472.00	0.60	
68	46.15	60.07	73.99	3,692.00	4,805.60	5,919.20	68	95,992.00	124,945.60	153,899.20	0.60	
69	48.08	62.62	77.16	3,846.40	5,009.60	6,172.80	69	100,006.40	130,249.60	160,492.80	0.60	
70	50.24	65.36	80.48	4,019.20	5,228.80	6,438.40	70	104,499.20	135,948.80	167,398.40	0.60	

MIDVALE CITY

PAY PLAN [FY 2018]

Hourly Pay Rates

Per Pay Period

Annual Pay Rates

Positions	GR	Pay Range			Pay Range			Pay Range				Rng	Positions
		Min	Mid	Max	Min	Mid	Max	GR	Min	Mid	Max		
City Manager	69	48.08	62.62	77.16	3,846.40	5,009.60	6,172.80	69	100,006.40	130,249.60	160,492.80	0.60	City Manager
Asst. CM/CD Dir	66	42.55	55.27	67.99	3,404.00	4,421.60	5,439.20	66	88,504.00	114,961.60	141,419.20	0.60	Asst. CM/CD Dir
Asst. CM/Admin Srvc Dir	66	42.55	55.27	67.99	3,404.00	4,421.60	5,439.20	66	88,504.00	114,961.60	141,419.20	0.60	Asst. CM/Admin Srvc Dir
City Attorney	66	42.55	55.27	67.99	3,404.00	4,421.60	5,439.20	66	88,504.00	114,961.60	141,419.20	0.60	City Attorney
Public Works Director	64	38.94	50.71	62.49	3,115.20	4,056.80	4,999.20	64	80,995.20	105,476.80	129,979.20	0.60	Public Works Director
HR Director/City Recorder	63	37.50	48.73	59.95	3,000.00	3,898.40	4,796.00	63	78,000.00	101,358.40	124,696.00	0.60	HR Director/City Recorder
RDA Director	63	37.50	48.73	59.95	3,000.00	3,898.40	4,796.00	63	78,000.00	101,358.40	124,696.00	0.60	RDA Director
City Engineer	62	35.94	46.71	57.48	2,875.20	3,736.80	4,598.40	62	74,755.20	97,156.80	119,558.40	0.60	City Engineer
Deputy City Attorney	62	35.94	46.71	57.48	2,875.20	3,736.80	4,598.40	62	74,755.20	97,156.80	119,558.40	0.60	Deputy City Attorney
Asst. Finance Dir	59	32.69	41.66	50.63	2,615.20	3,332.80	4,050.40	59	67,995.20	86,652.80	105,310.40	0.55	Asst. Finance Dir
IT Manager	59	32.69	41.66	50.63	2,615.20	3,332.80	4,050.40	59	67,995.20	86,652.80	105,310.40	0.55	IT Manager
Econ Devel Director	58	31.25	39.89	48.54	2,500.00	3,191.20	3,883.20	58	65,000.00	82,971.20	100,963.20	0.55	Econ Devel Director
City Planner	58	31.25	39.89	48.54	2,500.00	3,191.20	3,883.20	58	65,000.00	82,971.20	100,963.20	0.55	City Planner
Building Official	56	28.85	36.72	44.59	2,308.00	2,937.60	3,567.20	56	60,008.00	76,377.60	92,747.20	0.55	Building Official
Housing Director	56	28.85	36.72	44.59	2,308.00	2,937.60	3,567.20	56	60,008.00	76,377.60	92,747.20	0.55	Housing Director
Court Administrator	56	28.85	36.72	44.59	2,308.00	2,937.60	3,567.20	56	60,008.00	76,377.60	92,747.20	0.55	Court Administrator
City Treasurer	55	27.64	35.19	42.74	2,211.20	2,815.20	3,419.20	55	57,491.20	73,195.20	88,899.20	0.55	City Treasurer
Water/Sewer Super	55	27.64	35.19	42.74	2,211.20	2,815.20	3,419.20	55	57,491.20	73,195.20	88,899.20	0.55	Water/Sewer Super
Streets/Storm Drain Superintendent	55	27.64	35.19	42.74	2,211.20	2,815.20	3,419.20	55	57,491.20	73,195.20	88,899.20	0.55	Streets/Storm Drain Superintendent
Fleet Manager	52	24.28	30.98	37.68	1,942.40	2,478.40	3,014.40	52	50,502.40	64,438.40	78,374.40	0.55	Fleet Manager
Systems Administrator	26	25.12	31.40	37.68	2,009.60	2,512.00	3,014.40	26	52,249.60	65,312.00	78,374.40	0.50	Systems Administrator
RDA Project Manager	24	23.08	28.85	34.63	1,846.40	2,308.00	2,770.40	24	48,006.40	60,008.00	72,030.40	0.50	RDA Project Manager
Building Inspector III	24	23.08	28.85	34.63	1,846.40	2,308.00	2,770.40	24	48,006.40	60,008.00	72,030.40	0.50	Building Inspector III
Emergency Manager	23	22.12	27.67	33.21	1,769.60	2,213.60	2,656.80	23	46,009.60	57,553.60	69,076.80	0.50	Emergency Manager
Public Utilities Foreman	23	22.12	27.67	33.21	1,769.60	2,213.60	2,656.80	23	46,009.60	57,553.60	69,076.80	0.50	Public Utilities Foreman

Building Inspector II	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	Building Inspector II
Associate Planner	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	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
Paralegal/Exec. Asst.	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	Paralegal/Exec. Asst.
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
Facilities Foreman	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	Facilities Foreman
Streets/Parks Foreman	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	Streets/Parks Foreman
Storm Drain Foreman	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	Storm Drain Foreman
Deputy Recorder	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	Deputy Recorder
Strm Wtr Coord	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	Strm Wtr Coord
Storm Water Inspector	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	Storm Water Inspector
Pub Util Inspector	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	Pub Util Inspector
Utilities Sampling Tech	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	Utilities Sampling Tech
Wastewater Lead Operator	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	Wastewater Lead Operator
Parks Crew Lead	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	Parks Crew Lead
Utility Tech III	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	Utility Tech III
Code Enforcement	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	Code Enforcement
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.
Equip Operator 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	Equip Operator III
IT Technician	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	IT Technician
Bus Lic Admin	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	Bus Lic Admin
Utility Tech II	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	Utility Tech II
Equip. Operator 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	Equip. Operator 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
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
Senior Court Clerk	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	Senior Court Clerk
Equip Operator I	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	Equip Operator I
Wtr Mtr Maint 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	Wtr Mtr Maint Tech
Finance Clerk	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	Finance Clerk
Utility Tech I	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	Utility Tech I
Fleet Maintenance Service Worker	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	Fleet Maintenance Service Worker
Junior Court Clerk	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	Junior Court Clerk

Receptionist	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	Receptionist
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