

**MIDVALE CITY CORPORATION
RESOLUTION NO. 2020-R-37**

**A RESOLUTION ADOPTING THE EMPLOYEE JOB CLASSIFICATION PLAN
AND BENEFIT PACKAGE FOR FISCAL YEAR 2021**

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:

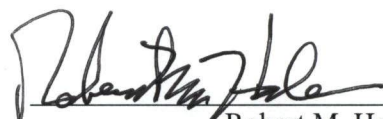
SECTION ONE: Adjustments to the Fiscal Year 2021 Compensation Plan have been determined and made according to data derived from the compensation survey conducted by the Midvale City Human Resources Department.

SECTION TWO: The Fiscal Year 2021 Employee Classification Plan and Benefits Package is attached hereto as Exhibits, are hereby adopted.

SECTION THREE: This resolution shall become effective with the adoption of the 2020 Certified Tax Rate and Fiscal Year 2021 Final Operating and Capital Budgets taking effect July 1, 2020.

ADOPTED BY THE CITY COUNCIL OF MIDVALE CITY, STATE OF UTAH, this 11th day of August, 2020.




Robert M. Hale, Mayor

ATTEST:


Rori L. Andreason, MMC, City Recorder

Voting by the City Council:

Councilmember Quinn Sperry
Councilmember Dustin Gettel
Councilmember Paul Glover
Councilmember Heidi Robinson
Councilmember Bryant Brown

Aye	Nay
☒	☐
☒	☐
☒	☐
☒	☐
☒	☐



MIDVALE CITY

PAY PLAN [FY 2021]

Hourly Pay Rates

Per Pay Period

Annual Pay Rates

Positions	Pay Range			
	GR	Min	Mid	Max
City Manager	69	51.49	67.07	82.64
City Attorney	68	49.43	64.33	79.24
Assistant City Manager	67	47.37	61.66	75.93
Community Development Director	65	43.51	56.67	69.82
Administrative Services Director	65	43.51	56.67	69.82
Public Works Director	65	43.51	56.67	69.82
HR Director/City Recorder	64	41.70	54.31	66.93
Finance Director	64	41.70	54.31	66.93
Deputy City Attorney	63	40.16	52.19	64.21
City Engineer	63	40.16	52.19	64.21
IT Manager	61	38.11	48.55	59.00
RDA Manager	59	35.01	44.62	54.22
Econ Devel Director	59	35.01	44.62	54.22
Planning Director	59	35.01	44.62	54.22
Operations Superintendent	56	30.59	39.00	47.41
City Treasurer	56	30.59	39.00	47.41
Communications Director	56	30.59	39.00	47.41
Project Site Coordinator	56	30.59	39.00	47.41
Court Administrator	56	30.59	39.00	47.41
Network Administrator	55	29.41	37.50	45.58

Pay Range			
Min	Mid	Max	
4,119.49	5,365.28	6,611.07	
3,954.13	5,146.80	6,339.46	
3,789.63	4,932.60	6,074.71	
3,481.18	4,533.33	5,585.48	
3,481.18	4,533.33	5,585.48	
3,481.18	4,533.33	5,585.48	
3,336.38	4,344.83	5,354.14	
3,336.38	4,344.83	5,354.14	
3,213.00	4,175.19	5,136.52	
3,213.00	4,175.19	5,136.52	
3,048.49	3,883.87	4,720.11	
2,800.88	3,569.43	4,337.98	
2,800.88	3,569.43	4,337.98	
2,800.88	3,569.43	4,337.98	
2,446.88	3,119.77	3,792.66	
2,446.88	3,119.77	3,792.66	
2,446.88	3,119.77	3,792.66	
2,446.88	3,119.77	3,792.66	
2,352.77	2,999.78	3,646.79	

GR	Pay Range				Rng	Positions
	Min	Mid	Max			
69	107,106.85	139,497.33	171,887.79		0.60	City Manager
68	102,807.43	133,816.74	164,826.05		0.60	City Attorney
67	98,530.29	128,247.55	157,942.51		0.60	Assistant City Manager
65	90,510.64	117,866.55	145,222.46		0.60	Community Development Director
65	90,510.64	117,866.55	145,222.46		0.60	Administrative Services Director
65	90,510.64	117,866.55	145,222.46		0.60	Public Works Director
64	86,745.86	112,965.66	139,207.73		0.60	HR Director/City Recorder
64	86,745.86	112,965.66	139,207.73		0.60	Finance Director
63	83,538.00	108,554.85	133,549.42		0.60	Deputy City Attorney
63	83,538.00	108,554.85	133,549.42		0.60	City Engineer
61	79,260.86	100,980.74	122,722.90		0.55	IT Manager
59	72,822.86	92,805.15	112,787.44		0.55	RDA Manager
59	72,822.86	92,805.15	112,787.44		0.55	Econ Devel Director
59	72,822.86	92,805.15	112,787.44		0.55	Planning Director
56	63,618.75	81,113.92	98,609.06		0.55	Operations Superintendent
56	63,618.75	81,113.92	98,609.06		0.55	City Treasurer
56	63,618.75	81,113.92	98,609.06		0.55	Communications Director
56	63,618.75	81,113.92	98,609.06		0.55	Project Site Coordinator
56	63,618.75	81,113.92	98,609.06		0.55	Court Administrator
55	61,171.89	77,994.15	94,816.42		0.55	Network Administrator

MIDVALE CITY

PAY PLAN [FY 2021]

Hourly Pay Rates

Per Pay Period

Annual Pay Rates

Positions	Pay Range			Pay Range			Pay Range			GR	Min	Mid	Max	Rng	Positions
	GR	Min	Max	Min	Mid	Max	Min	Mid	Max						
Public Utilities Manager	55	29.41	37.50	45.58	2,352.77	2,999.78	3,646.79	61,171.89	77,994.15	94,816.42	55	61,171.89	77,994.15	0.55	Public Utilities Manager
Senior Planner	54	28.28	36.05	43.83	2,262.27	2,884.40	3,506.52	58,819.11	74,994.37	91,169.62	54	58,819.11	74,994.37	0.55	Senior Planner
Systems Administrator	54	28.28	36.05	43.83	2,262.27	2,884.40	3,506.52	58,819.11	74,994.37	91,169.62	54	58,819.11	74,994.37	0.55	Systems Administrator
Engineering Manager	54	28.28	36.05	43.83	2,262.27	2,884.40	3,506.52	58,819.11	74,994.37	91,169.62	54	58,819.11	74,994.37	0.55	Engineering Manager
Storm Water/Streets Manager	54	28.28	36.05	43.83	2,262.27	2,884.40	3,506.52	58,819.11	74,994.37	91,169.62	54	58,819.11	74,994.37	0.55	Storm Water/Streets Manager
Fleet/Facilities Manager	54	28.28	36.05	43.83	2,262.27	2,884.40	3,506.52	58,819.11	74,994.37	91,169.62	54	58,819.11	74,994.37	0.55	Fleet/Facilities Manager
RDA Housing Manager	52	26.14	33.33	40.52	2,091.60	2,666.79	3,241.98	54,381.58	69,336.51	84,291.45	52	54,381.58	69,336.51	0.55	RDA Housing Manager
RDA Project Manager	52	26.14	33.33	40.52	2,091.60	2,666.79	3,241.98	54,381.58	69,336.51	84,291.45	52	54,381.58	69,336.51	0.55	RDA Project Manager
GIS Manager	52	26.14	33.33	40.52	2,091.60	2,666.79	3,241.98	54,381.58	69,336.51	84,291.45	52	54,381.58	69,336.51	0.55	GIS Manager
Operations Support Supervisor	50	24.17	30.82	37.47	1,933.80	2,465.60	2,997.39	50,278.83	64,105.50	77,932.18	50	50,278.83	64,105.50	0.55	Operations Support Supervisor
Procurement/Contract Analyst	25	25.14	32.05	38.97	2,011.15	2,564.22	3,117.29	52,289.98	66,669.72	81,049.47	51	52,289.98	66,669.72	0.55	Procurement/Contract Analyst
Water Crew Lead	23	23.69	29.63	35.57	1,895.24	2,370.34	2,845.43	49,276.29	61,628.77	73,981.26	23	49,276.29	61,628.77	0.50	Water Crew Lead
Wastewater Crew Lead	23	23.69	29.63	35.57	1,895.24	2,370.34	2,845.43	49,276.29	61,628.77	73,981.26	23	49,276.29	61,628.77	0.50	Wastewater Crew Lead
Facilities Journeyman	23	23.69	29.63	35.57	1,895.24	2,370.34	2,845.43	49,276.29	61,628.77	73,981.26	23	49,276.29	61,628.77	0.50	Facilities Journeyman
Benefits Coordinator	22	22.78	28.45	34.12	1,822.41	2,276.09	2,729.77	47,382.76	59,178.33	70,973.89	22	47,382.76	59,178.33	0.50	Benefits Coordinator
Paralegal/Exec. Asst.	22	22.78	28.45	34.12	1,822.41	2,276.09	2,729.77	47,382.76	59,178.33	70,973.89	22	47,382.76	59,178.33	0.50	Paralegal/Exec. Asst.
Streets Crew Lead	22	22.78	28.45	34.12	1,822.41	2,276.09	2,729.77	47,382.76	59,178.33	70,973.89	22	47,382.76	59,178.33	0.50	Streets Crew Lead
Storm Water Crew Lead	22	22.78	28.45	34.12	1,822.41	2,276.09	2,729.77	47,382.76	59,178.33	70,973.89	22	47,382.76	59,178.33	0.50	Storm Water Crew Lead
Engineering Inspector I	21	21.88	27.31	32.73	1,750.44	2,184.41	2,618.38	45,511.50	56,794.71	68,077.91	21	45,511.50	56,794.71	0.50	Engineering Inspector I

MIDVALE CITY

PAY PLAN [FY 2021]

Hourly Pay Rates

Per Pay Period

Annual Pay Rates

		Pay Range			Pay Range			Pay Range			Pay Range		
Positions	GR Min	Mid	Max	Min	Mid	Max	GR Min	Mid	Max	Rng	Positions		
Strm Wtr Coord	20	20.98	26.20	31.41	1,678.47	2,095.73	2,512.99	20	43,640.26	54,489.06	65,337.86	Strm Wtr Coord	
Storm Water Inspector	20	20.98	26.20	31.41	1,678.47	2,095.73	2,512.99	20	43,640.26	54,489.06	65,337.86	Storm Water Inspector	
Deputy City Recorder	20	20.98	26.20	31.41	1,678.47	2,095.73	2,512.99	20	43,640.26	54,489.06	65,337.86	Deputy City Recorder	
RDA Executive Assistant	20	20.98	26.20	31.41	1,678.47	2,095.73	2,512.99	20	43,640.26	54,489.06	65,337.86	RDA Executive Assistant	
CD Exec Asst	20	20.98	26.20	31.41	1,678.47	2,095.73	2,512.99	20	43,640.26	54,489.06	65,337.86	CD Exec Asst	
Community Development Support Technician												Community Development Support Technician	
Planner I	20	20.98	26.20	31.41	1,678.47	2,095.73	2,512.99	20	43,640.26	54,489.06	65,337.86	Planner I	
Backflow/Cross Connection Administrator												Backflow/Cross Connection Administrator	
GIS Specialist I	18	19.95	25.50	30.14	1,668.19	2,039.61	2,411.04	19	43,372.94	53,029.94	62,686.92	GIS Specialist I	
IT Technician	18	19.95	24.43	28.91	1,596.22	1,954.36	2,312.50	18	41,501.68	50,813.39	60,125.09	IT Technician	
Water Operator III	18	19.95	24.43	28.91	1,596.22	1,954.36	2,312.50	18	41,501.68	50,813.39	60,125.09	Water Operator III	
Waste Water Operator III	18	19.95	24.43	28.91	1,596.22	1,954.36	2,312.50	18	41,501.68	50,813.39	60,125.09	Waste Water Operator III	
Streets Maintenance III	17	19.18	23.46	27.74	1,534.53	1,876.82	2,219.11	17	39,897.75	48,797.33	57,696.91	Streets Maintenance III	
Storm Water Operator III	17	19.18	23.46	27.74	1,534.53	1,876.82	2,219.11	17	39,897.75	48,797.33	57,696.91	Storm Water Operator III	
Parks Maintenance III	17	19.18	23.46	27.74	1,534.53	1,876.82	2,219.11	17	39,897.75	48,797.33	57,696.91	Parks Maintenance III	
Facilities Technician III	17	19.18	23.46	27.74	1,534.53	1,876.82	2,219.11	17	39,897.75	48,797.33	57,696.91	Facilities Technician III	
Judicial Assistant Lead	17	19.18	23.46	27.74	1,534.53	1,876.82	2,219.11	17	39,897.75	48,797.33	57,696.91	Judicial Assistant Lead	
Water Operator II	16	18.41	22.51	26.61	1,472.84	1,800.99	2,129.15	16	38,293.83	46,825.84	55,357.85	Water Operator II	
Waste Water Operator II	16	18.41	22.51	26.61	1,472.84	1,800.99	2,129.15	16	38,293.83	46,825.84	55,357.85	Waste Water Operator II	

MIDVALE CITY

PAY PLAN [FY 2021]

Hourly Pay Rates

Per Pay Period

Annual Pay Rates

Pay Range				Pay Range				Pay Range					
Positions	GR Min	Mid	Max	Min	Mid	Max	GR Min	Mid	Max	Rng	Positions		
Judicial Assistant III	16	18.41	22.51	26.61	1,472.84	1,800.99	2,129.15	16	38,293.83	46,825.84	55,357.85	0.45	Judicial Assistant III
Fleet Technician II	16	18.41	22.51	26.61	1,472.84	1,800.99	2,129.15	16	38,293.83	46,825.84	55,357.85	0.45	Fleet Technician II
Facilities Technician II	16	18.41	22.51	26.61	1,472.84	1,800.99	2,129.15	16	38,293.83	46,825.84	55,357.85	0.45	Facilities Technician II
Streets Maintenance II	15	17.64	21.60	25.55	1,411.15	1,727.74	2,044.33	15	36,689.90	44,921.17	53,152.45	0.45	Streets Maintenance II
Storm Water Operator II	15	17.64	21.60	25.55	1,411.15	1,727.74	2,044.33	15	36,689.90	44,921.17	53,152.45	0.45	Storm Water Operator II
Parks Maintenance II	15	17.64	21.60	25.55	1,411.15	1,727.74	2,044.33	15	36,689.90	44,921.17	53,152.45	0.45	Parks Maintenance II
Finance Clerk	15	17.64	21.60	25.55	1,411.15	1,727.74	2,044.33	15	36,689.90	44,921.17	53,152.45	0.45	Finance Clerk
Facilities Technician I	15	17.64	21.60	25.55	1,411.15	1,727.74	2,044.33	15	36,689.90	44,921.17	53,152.45	0.45	Facilities Technician I
Judicial Assistant II	15	17.64	21.60	25.55	1,411.15	1,727.74	2,044.33	15	36,689.90	44,921.17	53,152.45	0.45	Judicial Assistant II
Streets Maintenance I	14	16.87	20.70	24.53	1,349.46	1,655.77	1,962.07	14	35,085.96	43,049.92	51,013.87	0.45	Street Maintenance I
Storm Water Operator I	14	16.87	20.70	24.53	1,349.46	1,655.77	1,962.07	14	35,085.96	43,049.92	51,013.87	0.45	Storm Water Operator I
Parks Maintenance I	14	16.87	20.70	24.53	1,349.46	1,655.77	1,962.07	14	35,085.96	43,049.92	51,013.87	0.45	Parks Maintenance I
Water Operator I	14	16.87	20.70	24.53	1,349.46	1,655.77	1,962.07	14	35,085.96	43,049.92	51,013.87	0.45	Water Operator I
Waste Water Operator I	14	16.87	20.70	24.53	1,349.46	1,655.77	1,962.07	14	35,085.96	43,049.92	51,013.87	0.45	Waste Water Operator I
Administrative Assistant	14	16.87	20.70	24.53	1,349.46	1,655.77	1,962.07	14	35,085.96	43,049.92	51,013.87	0.45	Administrative Assistant
Judicial Assistant I	13	16.21	19.88	23.54	1,297.20	1,590.22	1,883.25	13	33,727.08	41,345.75	48,964.41	0.45	Judicial Assistant I
PW Receptionist	10	14.93	17.90	20.87	1,194.38	1,432.14	1,669.90	10	31,053.87	37,235.68	43,417.49	0.40	PW Receptionist
Senior Van Driver	10	14.93	17.90	20.87	1,194.38	1,432.14	1,669.90	10	31,053.87	37,235.68	43,417.49	0.40	Senior Van Driver
Building Custodian	8	13.77	16.53	19.28	1,101.85	1,322.04	1,542.24	8	28,647.97	34,373.10	40,098.24	0.40	Building Custodian



MIDVALE CITY BENEFIT PACKAGE Fiscal Year 2021

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, URS 401(k) account or one of the URS IRA accounts.

ICMA RETIREMENT CORP. PERFORMANCE PLAN 457 RETIREMENT Plan: Tax deferred retirement plan. Employee may defer up to \$19,000. Catch up 55 yrs. or older \$25,000.

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 2020)
2. **Mandatory Employee Compensation Contributions:** Decreased Merit or Pay Plan Adjustment per City Policy (None for FY 2020)
3. **Mandatory Employee Leave Contributions:** Accrued Sick Leave per City Policy (None for FY 2020)
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 and short-term disability coverage for Full-Time and Qualified Part-Time Employees.

PARENTAL LEAVE

Employees may receive two (2) weeks parental leave for the birth or adoption of a child. Employee must be eligible for FMLA leave and met the FMLA criteria.

LOANS AT WORK (Optional)

Employees may be eligible to obtain a personal loan from BMG Money between \$500 and \$5000 to be repaid through payroll deduction. Amount is income based for employees who have been employed with the City for one year. One loan per household.

MIDVALE CITY BENEFIT PACKAGE
Fiscal Year 2021

FLEXIBLE SPENDING PLAN (Optional)

Employees may elect up to \$2,700 for medical expenses \$5,000 for childcare pre-tax.

HEALTH SAVINGS ACCOUNT

Employees selecting the High Deductible Health Plan may elect up to \$3550 single and \$7100 family for medical expenses. City pays 90% of high deductible.

CAFETERIA PLAN MONTHLY PREMIUM INFORMATION:

MEDICAL – TRADITIONAL:

SELECT HEALTH (MED)

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$0	Single - \$745.90
Double - \$160.37	Double - \$1443.33
Family - \$220.03	Family - \$1980.27

HIGH DEDUCTIBLE HEALTH PLAN:

SELECT HEALTH (MED)

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$0	Single - \$656.50
Double - \$70.58	Double - \$1341.02
Family - \$96.83	Family - \$1839.87

DENTAL – DENTAL SELECT:

Platinum

<u>Payroll Deduction</u>	<u>City Contribution</u>
Single - \$0	Single - \$60.36
Double - \$8.25	Double - \$74.31
Family - \$12.49	Family - \$112.50

VISION – EYEMED:

Choice Vision 12

<u>Payroll Deduction</u>
Single - \$6.03
Double - \$11.46
Family - \$16.88

VOLUNTARY BENEFITS:

ALLSTATE

Voluntary Accident Plan (Off-the-Job)
Premiums vary per individual

ALLSTATE

Voluntary Critical Illness Plan
Premiums vary per individual

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.