

**MIDVALE CITY, UTAH
RESOLUTION NO. 2021-R-24**

**A RESOLUTION ADOPTING THE MIDVALE CITY JOB CLASSIFICATION PLAN,
SALARY PLAN, ELECTED OFFICIAL'S SALARIES, AND
BENEFIT PACKAGE FOR FISCAL YEAR 2022**

WHEREAS, Midvale City has heretofore established a Job Classification Plan, Salary Plan and Benefits Package for FY2022; and

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

WHEREAS, in accordance with Chapter 2.12.14(B) of the Midvale City Municipal Code, the City Council may authorize a cost-of-living adjustment to the Mayor and City Council salaries not to exceed the twelve-month percent change of the United States Bureau of Labor Statistic's Consumer Price Index for all Urban Consumers, West Region, for the month of May; and

WHEREAS, it is in the best interests of Midvale City and the citizens thereof that a Job Classification Plan, Salary Plan, Elected Official's Salaries, and Benefits Plan for FY2022 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 2022 Salary Plan has 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 2022 Job Classification Plan, Salary Plan, and Benefits Package attached hereto as Exhibits, are hereby adopted.

SECTION THREE: A 3.9% adjustment to the Mayor and City Council salaries has been determined pursuant to Chapter 2.12.14(B) of the Midvale City Municipal Code.

SECTION THREE: This resolution shall become effective with the adoption of the 2021 Certified Tax Rate and Fiscal Year 2022 Final Operating and Capital Budgets taking effect July 1, 2021.

Adopted by the City Council of Midvale City, State of Utah, this 15th day of June 2021.



Robert M. Hale, Mayor



ATTEST:



Rori L. Andreason, MMC
City Recorder

Voting by the Council:

	"Aye"	"Nay"
Quinn Sperry	☒	☐
Paul Glover	☒	☐
Heidi Robinson	☒	☐
Bryant Brown	☒	☐
Dustin Gettel	☒	☐

MIDVALE CITY

PAY PLAN [FY 2022]

Hourly Pay Rates

Per Pay Period

Annual Pay Rates

		Pay Range			Pay Range			Pay Range			Pay Range			Pay Range			Pay Range		
Positions	GR Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	GR Min	Mid	Max	GR Min	Mid	Max	Rng	Positions		
City Manager	70	54.88	71.40	87.92	4,390.65	5,712.05	7,033.44	4,390.65	5,712.05	7,033.44	70	114,157.02	148,513.19	182,869.36	0.60	City Manager			
City Attorney	68	50.42	65.62	80.83	4,033.21	5,249.73	6,466.25	4,033.21	5,249.73	6,466.25	68	104,863.58	136,493.07	168,122.57	0.60	City Attorney			
Assistant City Manager	67	48.32	62.89	77.45	3,865.42	5,030.81	6,196.21	3,865.42	5,030.81	6,196.21	67	100,500.90	130,801.13	161,101.36	0.60	Assistant City Manager			
Community Development Director	65	44.39	57.80	71.21							65	92,320.85	120,223.89	148,126.92	0.60	Community Development Director			
Administrative Services Director	65	44.39	57.80	71.21	3,550.80	4,624.00	5,697.19	3,550.80	4,624.00	5,697.19	65	92,320.85	120,223.89	148,126.92	0.60	Administrative Services Director			
Public Works Director	65	44.39	57.80	71.21	3,550.80	4,624.00	5,697.19	3,550.80	4,624.00	5,697.19	65	92,320.85	120,223.89	148,126.92	0.60	Public Works Director			
HR Director/City Recorder	64	42.54	55.40	68.27	3,403.11	4,432.17	5,461.23	3,403.11	4,432.17	5,461.23	64	88,480.79	115,236.34	141,991.88	0.60	HR Director/City Recorder			
Deputy City Attorney	63	40.97	53.23	65.49	3,277.26	4,258.25	5,239.25	3,277.26	4,258.25	5,239.25	63	85,208.81	110,714.61	136,220.41	0.60	Deputy City Attorney			
City Engineer	63	40.97	53.23	65.49	3,277.26	4,258.25	5,239.25	3,277.26	4,258.25	5,239.25	63	85,208.81	110,714.61	136,220.41	0.60	City Engineer			
IT Director	62	39.26	51.03	62.79	3,140.93	4,082.16	5,023.38	3,140.93	4,082.16	5,023.38	62	81,664.09	106,136.04	130,607.99	0.60	IT Director			
Deputy Director of Public Works	60	37.28	47.48	57.68	2,982.74	3,798.56	4,614.38	2,982.74	3,798.56	4,614.38	60	74,279.33	94,661.26	115,043.19	0.55	Deputy Director of Public Works			
RDA Manager	59	35.71	45.51	55.31	2,856.90	3,640.82	4,424.74	2,856.90	3,640.82	4,424.74	59	74,279.33	94,661.26	115,043.19	0.55	RDA Manager			
Econ Devel Director	59	35.71	45.51	55.31	2,856.90	3,640.82	4,424.74	2,856.90	3,640.82	4,424.74	59	74,279.33	94,661.26	115,043.19	0.55	Econ Devel Director			
Planning Director	59	35.71	45.51	55.31	2,856.90	3,640.82	4,424.74	2,856.90	3,640.82	4,424.74	59	74,279.33	94,661.26	115,043.19	0.55	Planning Director			
Operations Superintendent	56	31.20	39.78	48.36	2,495.81	3,182.16	3,868.51	2,495.81	3,182.16	3,868.51	56	64,891.13	82,736.18	100,581.24	0.55	Operations Superintendent			
City Treasurer	56	31.20	39.78	48.36	2,495.81	3,182.16	3,868.51	2,495.81	3,182.16	3,868.51	56	64,891.13	82,736.18	100,581.24	0.55	City Treasurer			
Communications Director	56	31.20	39.78	48.36	2,495.81	3,182.16	3,868.51	2,495.81	3,182.16	3,868.51	56	64,891.13	82,736.18	100,581.24	0.55	Communications Director			
Project Site Coordinator	56	31.20	39.78	48.36	2,495.81	3,182.16	3,868.51	2,495.81	3,182.16	3,868.51	56	64,891.13	82,736.18	100,581.24	0.55	Project Site Coordinator			
Court Administrator	56	31.20	39.78	48.36	2,495.81	3,182.16	3,868.51	2,495.81	3,182.16	3,868.51	56	64,891.13	82,736.18	100,581.24	0.55	Court Administrator			
Network Administrator	55	30.09	38.29	46.50	2,406.87	3,063.30	3,719.72	2,406.87	3,063.30	3,719.72	55	62,578.73	79,645.74	96,712.75	0.55	Network Administrator			

MIDVALE CITY

PAY PLAN [FY 2022]

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
Public Utilities Manager	55	30.00	38.25	46.50	2,399.82	3,059.77	3,719.72	55	62,395.22	79,553.98	96,712.75	0.55	Public Utilities Manager
Senior Planner	54	28.84	36.78	44.71	2,307.52	2,942.09	3,576.65	54	59,995.49	76,494.25	92,993.01	0.55	Senior Planner
Systems Administrator	54	28.84	36.78	44.71	2,307.52	2,942.09	3,576.65	54	59,995.49	76,494.25	92,993.01	0.55	Systems Administrator
Engineering Manager	54	28.84	36.78	44.71	2,307.52	2,942.09	3,576.65	54	59,995.49	76,494.25	92,993.01	0.55	Engineering Manager
Storm Water/Streets Manager													Storm Water/Streets Manager
Fleet/Facilities Manager	54	28.84	36.78	44.71	2,307.52	2,942.09	3,576.65	54	59,995.49	76,494.25	92,993.01	0.55	Fleet/Facilities Manager
RDA Housing Manager	52	26.67	34.00	41.34	2,133.43	2,720.12	3,306.82	52	55,469.21	70,723.25	85,977.28	0.55	RDA Housing Manager
RDA Project Manager	52	26.67	34.00	41.34	2,133.43	2,720.12	3,306.82	52	55,469.21	70,723.25	85,977.28	0.55	RDA Project Manager
GIS Manager	52	26.67	34.00	41.34	2,133.43	2,720.12	3,306.82	52	55,469.21	70,723.25	85,977.28	0.55	GIS Manager
Senior Accountant	28	28.84	36.78	44.71	2,307.52	2,942.09	3,576.65	28	59,995.49	76,494.25	92,993.01	0.55	Senior Accountant
Procurement/Contract Analyst	25	25.64	32.69	39.75	2,051.38	2,615.50	3,179.63	25	53,335.78	68,003.12	82,670.46	0.55	Procurement/Contract Analyst
Water Utility Distribution Crew Lead													Water Utility Distribution Crew Lead
Water Utility Construction Crew Lead	23	24.16	30.22	36.28	1,933.15	2,417.74	2,902.34	23	50,261.82	62,861.35	75,460.89	0.50	Water Utility Construction Crew Lead
Wastewater Crew Lead													Wastewater Crew Lead
Facilities Journeyman	23	24.16	30.22	36.28	1,933.15	2,417.74	2,902.34	23	50,261.82	62,861.35	75,460.89	0.50	Facilities Journeyman
Engineering Inspector III	23	24.16	30.22	36.28	1,933.15	2,417.74	2,902.34	23	50,261.82	62,861.35	75,460.89	0.50	Engineering Inspector III
Benefits Coordinator	22	23.24	29.02	34.80	1,858.86	2,321.61	2,784.36	22	48,330.42	60,361.89	72,393.37	0.50	Benefits Coordinator
Paralegal/Exec. Asst.	22	23.24	29.02	34.80	1,858.86	2,321.61	2,784.36	22	48,330.42	60,361.89	72,393.37	0.50	Paralegal/Exec. Asst.

MIDVALE CITY

PAY PLAN [FY 2022]

Annual Pay Rates

Per Pay Period

Hourly Pay Rates

Pay Range				Pay Range				Pay Range					
Positions	GR	Min	Max	Min	Mid	Max	GR	Min	Mid	Max	Rng	Positions	
Judicial Assistant I	13	16.54	20.28	24.01	1,323.14	1,622.03	1,920.91	13	34,401.62	42,172.66	49,943.70	0.45	Judicial Assistant I
PW Receptionist	10	15.23	18.26	21.29	1,218.27	1,460.78	1,703.30	10	31,674.95	37,980.39	44,285.84	0.40	PW Receptionist
Senior Van Driver	10	15.23	18.26	21.29	1,218.27	1,460.78	1,703.30	10	31,674.95	37,980.39	44,285.84	0.40	Senior Van Driver
Building Custodian	8	14.05	16.86	19.66	1,123.88	1,348.48	1,573.08	8	29,220.93	35,060.57	40,900.20	0.40	Building Custodian



MIDVALE CITY BENEFIT PACKAGE

Fiscal Year 2022

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 \$19,500. Catch up 55 yrs. or older \$26,000.

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 2022)
2. **Mandatory Employee Compensation Contributions:** Decreased Merit or Pay Plan Adjustment per City Policy (None for FY 2022)
3. **Mandatory Employee Leave Contributions:** Accrued Sick Leave per City Policy (None for FY 2022)
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 four (4) weeks parental leave for the birth or adoption of a child. Parental leave runs concurrently with FMLA.

CAREGIVER LEAVE

Employees may receive four (4) weeks caregiver leave to care for an immediate family member with a serious health condition according to FMLA criteria. Caregiver leave runs concurrently with FMLA.

MIDVALE CITY BENEFIT PACKAGE

Fiscal Year 2022

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.

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 \$3600 single and \$7200 two party and family for medical expenses. At age 55, an additional \$1,000 contribution is allowed annually. City pays 90% of high deductible \$1350 single and \$2700 for two party and family.

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

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

VOLUNTARY BENEFITS:

ALLSTATE

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

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

VISION – EYEMED:

Choice Vision 12

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

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.