

Agenda Date: December 11, 2017

Action:

Vote:

Yes:

No:

CITY OF MENAHGA, MINNESOTA

Resolution No. 2018-004

A Resolution of the Menahga City Council Adopting the 2018 City of Menahga Pay Plan

WHEREAS, the City of Menahga has established a Pay Plan to pay City employees.

NOW, THEREFORE BE IT resolved by the Menahga City Council that the attached City of Menahga Pay Plan is adopted, with an effective date of January 1, 2018.

Adopted by the City Council of the City of Menahga, Minnesota, this eleventh day of December, 2017.

Patrick Foss, Mayor

Janette M. Bower, MMC, Administrator

2018 Pay Plan

	Pay Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Maximum
Bartender/Clerk/Customer Service	1	\$ 9.76	\$ 9.97	\$ 10.18	\$ 10.31	\$ 10.45	\$ 10.72	\$ 10.86	\$ 11.00	\$ 11.14	\$ 11.29	\$ 11.44	\$ 11.59	\$ 11.74	\$ 11.89	\$ 12.04	\$ 12.19	\$ 12.34
Head Bartender	2	\$ 10.13	\$ 10.26	\$ 10.48	\$ 10.71	\$ 10.94	\$ 11.18	\$ 11.42	\$ 11.67	\$ 11.82	\$ 11.98	\$ 12.14	\$ 12.30	\$ 12.46	\$ 12.63	\$ 12.79	\$ 12.96	\$ 13.14
Assistant Liquor Store Manager	3	\$ 11.61	\$ 11.76	\$ 12.02	\$ 12.28	\$ 12.56	\$ 12.83	\$ 13.12	\$ 13.41	\$ 13.56	\$ 13.77	\$ 13.96	\$ 14.15	\$ 14.34	\$ 14.53	\$ 14.73	\$ 14.93	\$ 15.13
Administrative Secretary	4	\$ 13.34	\$ 13.52	\$ 13.82	\$ 14.13	\$ 14.45	\$ 14.77	\$ 15.11	\$ 15.45	\$ 15.66	\$ 15.87	\$ 16.09	\$ 16.31	\$ 16.53	\$ 16.76	\$ 16.99	\$ 17.22	\$ 17.46
Police Officer, Deputy Clerk, Public Works Laborer	5	\$ 15.11	\$ 15.57	\$ 15.93	\$ 16.29	\$ 16.66	\$ 17.04	\$ 17.43	\$ 17.83	\$ 18.08	\$ 18.33	\$ 18.58	\$ 18.84	\$ 19.10	\$ 19.36	\$ 19.63	\$ 19.90	\$ 20.18
Utilities Superintendent	6	\$ 17.73	\$ 17.98	\$ 18.39	\$ 18.81	\$ 19.25	\$ 19.69	\$ 20.15	\$ 20.62	\$ 20.91	\$ 21.20	\$ 21.49	\$ 21.80	\$ 22.10	\$ 22.41	\$ 22.73	\$ 23.05	\$ 23.37
Liquor Store Manager	7	\$ 18.95	\$ 19.21	\$ 19.66	\$ 20.11	\$ 20.58	\$ 21.06	\$ 21.55	\$ 22.05	\$ 22.36	\$ 22.68	\$ 22.99	\$ 23.32	\$ 23.65	\$ 23.98	\$ 24.32	\$ 24.66	\$ 25.01
Police Chief, Public Works Director	8	\$ 20.50	\$ 20.79	\$ 21.27	\$ 21.77	\$ 22.28	\$ 22.80	\$ 23.33	\$ 23.88	\$ 24.22	\$ 24.56	\$ 24.91	\$ 25.26	\$ 25.62	\$ 25.98	\$ 26.35	\$ 26.72	\$ 27.10
Administrator	9	\$ 23.74	\$ 24.08	\$ 24.65	\$ 25.23	\$ 25.82	\$ 26.43	\$ 27.06	\$ 27.70	\$ 28.09	\$ 28.49	\$ 28.90	\$ 29.31	\$ 29.73	\$ 30.15	\$ 30.58	\$ 31.02	\$ 31.46
		Minimum							Midpoint									Maximum

Probationary step increase and anniversary date:

- Full and part-time employees are subject to a probationary period of 1040 regular hours.
- An employee is eligible for a step increase when the employee has worked 1040 hours, exclusive of overtime, and receives a positive written employee evaluation.
- The employee's date of increase and evaluation becomes the new anniversary date.

Future step increases:

- A full-time employee is eligible for a step increase on his or her anniversary date provided the employee receives a satisfactory yearly employee evaluation.
- A part-time employee is eligible for a step increase after working 2080 hours from his or her anniversary date and has received a satisfactory employee evaluation.
- Part-time employees shall be eligible for the next advancement after an additional 2080 hours is worked.

On Call Time:

On call employees are compensated at the rate of \$3.30 per hour for call-time hours and are compensated at their regular rate of pay if called out; minimum one hour call out pay.