



**BOARD OF COMMISSIONERS
AGENDA**

FEBRUARY 22, 2021

5:30PM – COMMISSION ROOM – 116 W CENTER ST

Please join the Zoom meeting from your computer, tablet or smartphone.
<https://zoom.us/j/94063159083>

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Meeting ID: 940 6315 9083

CALL TO ORDER

ROLL CALL

ADOPT AGENDA

APPEARANCES / ACKNOWLEDGEMENTS

CONSENT CALENDAR

- 1) Minutes - February 15, 2021
- 2) Cash Balances, Gross Salaries, and Bills for Ratification - January
- 3) Board Meeting Minutes - January
- 4) Personnel - February

UNFINISHED BUSINESS

NEW BUSINESS

- 1) Adopt Resolution No. 2021-04 - Amend Established Employee Compensation for 2021
- 2) Authorize Purchase of Mauldian 1720 Paver from Asphalt Pros for \$7,500

PUBLIC COMMENT

ANNOUNCEMENTS

- 1) Nominating Petition Deadline - Friday, February 26, 2021 at 5:00pm

EXECUTIVE SESSION

ADJOURN

Supplementary agenda information may be accessed at www.cityofmadisonsd.com
AGENDAS – CITY COMMISSION

If special accommodations are necessary to attend any Board of Commissioners meeting, please contact the Finance Office at (605) 256-7500 at least 24 hours before meeting time. All attempts shall be made to accommodate a request.

**CITY OF MADISON
BOARD OF COMMISSIONERS PROCEEDINGS
MADISON, SD 57042**

15 February 2021
Regular

The Board of Commissioners of the City of Madison met in regular session at 5:30pm on the 15th day of February with the following members present on roll call: Mayor Marshall Dennert and Commissioners Adam Shaw, Robert Thill, and Jerae Wire. Mike Waldner was absent.

Motion by Commissioner Thill, second by Commissioner Shaw, to adopt the February 15th agenda. Upon roll call, motion carried unanimously.

Motion by Commissioner Shaw, second by Commissioner Wire, to approve the following items on the consent calendar: Minutes - February 8, 2021, Claims for Approval - February 17, 2021, Claims for Ratification - February 5, 2021, Cash Balances, Gross Salaries and Bills for Ratification - December, Board Appointment - Planning Commission/Board of Adjustment - Michael Johnson. Upon roll call, motion carried unanimously.

Claims for Approval - February 17, 2021:

AAA Collections Inc Jan AAA 724.68; Alpha Media USA LLC AM Commercials 611.96; Appeara Mat Rental 126.06; Baker & Taylor Books 48.52; Banner Associates Inc Madison Water Sys Improv 23,411.27; Big Sioux Community Water Sys Jan Usage 6,543.06; Big Sioux Water Festival Donation 100.00; Blackstone Publishing Books 419.84; Blue Force Gear Vickers Slings 269.76; Border States Electric Supply Tools-Unit #82 423.11; Carquest of Madison Chainsaw Gas 29.50; Christensen Distributing Shop Supplies 92.67; Christiansen Complete Water Water/Cooler Rent 38.25; City of Brookings Landfill Gate Fees 3,613.72; Classic Convenience Inc Fuel 150.10; Coles Petroleum Products Inc Fuel 6,111.71; Core & Main GP LLC Repair Sleeve 442.85; Creative Forms & Concepts Laser W-2 163.45; Cues, Inc Post For Locator 140.27; D&T Ventures LLC Feb Website Support 360.50; Dakota State University Repairs/Postage 411.35; Daxko LLC Feb Spectrum Software 1,604.41; Deya Thorin Interpret For Polygraph 494.74; DGR Engineering Long Range Plan Update 11,635.40; East River Electric Power Coop January Transmission 26,263.02; Etterman Enterprises Inc Shop Supplies 104.14; F&M Coop Oil Co Tire #36B 1,016.10; Fastenal Co Air Filter 167.73; First Bank & Trust Heartland/Jan Whole 390,169.15; First Bank & Trust Bond Interest 3,539.11; Fox Promo LLC Bball Shirts/Plaques 962.00; Gale Cengage Learning Books 60.78; Geotek Engineering & Testing Proposed Street/Utility Improv 4,650.00; Halldorson/Sarah J Refund After Deposit 0.69; Heiman Inc Repair Nozzle 285.70; Hunter Publishing Inc Minutes/Resolutions 1,211.23; Ingram Co Books 281.69; Intl Assn of Chiefs of Police 2021 Membership 190.00; Jones Ace Hardware Rake/Thermostat/Misc 166.51; Kimball Midwest Shop Supplies 369.82; Klein Land And Cattle LLC Annual Land Lease 2021 25,000.00; Krug Products Inc Hoses #64 102.64; Lake Area Improvement Corp Sales Tax Rebate-4th Qtr 16,290.07; Lake County International Inc Track Loader 50,048.79; Lake County Treasurer Fuel 323.90; Lewis Drugs Inc Cat Food/Detergent 117.43; Lewis Software Assoc LLC 941 Filing Qtr 1-4 2021 46.95; Lewis&Clark Regional Water Sys Jan 2021 Fees 270.00; Madison Grocery Store Inc Graham Crackers/Pickles 119.04; Marco Technologies Standard Payment 275.47; Mescan Windmills LLC Top For AE Windmill 1,295.00; Micromarketing LLC Audio Books 390.91; Midwest Alarm Co Security Monitoring 89.85; Minnesota Municipal Util Assn Safety 1st Quarter 2021 900.00; Northwestern Energy Utilities 727.56; O Reilly Automotive Inc Filter #63 8.90; OCLC Inc Cataloging Subscription 360.78; Office Peeps Inc Sit-Stand Workstations 1,368.53; One Stop Fuel 123.70; Open Access Technology Int'l AMI/CVR Milestones 36,000.00; Pawn Shop Hardware 12.89; Porta Pros Inc Portable Toilet Rental 132.00; Resykle LLC Container Fee 200.00; Rowman & Littlefield Occupational Handbook 45.74; Running Supply Inc Roller Chain/Detacher 259.24; Rural Electric Supply Coop Tic Tracer-Unit#82 271.50; SD One Call Message Fees 11.55; SD Sheriffs Assoc Conference Registrations 230.00; SDN Technologies LLC Internet Mar 516.79; Shpigler Consulting Inc 1 Mo Ami Op Support 6,000.00; Sioux Valley Energy Utilities-RUS 476.00; Smit/Austyn Lifeguard Refund 100.00; Stuart Irby Tool Co SMU-20 80E Fuses/Misc 2,981.33; Sturdevants Madison Inc Hyd Oil/Filters/Misc 176.12; Timmer Supply Co Push Lock Coupling 52.23; US Dept of Energy February 2021 Service 121,740.07; USA Blue Book Gloves 242.60; Visual Gov Solutions LLC Jan Process Fee 5,642.01; Wheelco Brake & Supply Inc Filter #38 40.67.

Claims for Ratification - February 5, 2021:

AFLAC PR#3 Deduction 3,006.45; City of Madison - Flex One PR#3 Deduction 1,593.84; Delta Dental of South Dakota PR#3 Deduction 5,821.32; Health Pool of South Dakota PR#3 Deduction 36,791.04; IBEW Local Union No. 426 PR#3 Deduction 439.00; Office of Child Support Enforcement PR#3 Deduction 900.00; SDRS PR#3 Deduction 19,690.06; SDSRP PR#3 Deduction 2,695.50; Teamsters Local Union No. 120 PR#3 Deduction 599.00.

Cash Balances - December:

General - \$7,802,987.84; Park & Recreation - \$681,579.04; Lodging & Entertainment Tax - \$33,342.07; Community Development - \$102,061.84; 2nd Cent Sales Tax - \$1,205,150.22; Special Maintenance Fee - \$1,016,020.96; 2019 September Flood - \$39,033.89; Swimming Pool Debt Service - \$319,479.44; Gerry Maloney Nature Area - \$-46,742.97; Water - \$2,608,597.95; Electric - \$3,459,312.81; Sewer - \$1,681,663.65; Community Center - \$67,832.95; Solid Waste - \$604,489.65; Recycling Center - \$153,471.37; Cafeteria Plan - \$-2,201.27.

Gross Salaries - December:

Mayor & Commission \$4,072.06; Finance \$13,979.83; General Government Buildings \$687.73; Engineer \$12,827.03; Police \$61,203.28; Fire \$5,234.16; Highways & Streets \$29,773.32; Restricted Use Site \$261.69; Airport \$1,737.66; Library \$17,320.10; Planning & Zoning \$150.00; Park & Recreation \$15,082.16; Water \$27,787.82; Electric \$59,977.58; Sewer \$30,620.01; Community Center \$40,652.21; Solid Waste Collection \$7,108.45; Recycling \$3,246.21.

Bills for Ratification - December:

Heartland Payment System Fees - Airport \$97.15; CSI Fees - Community Center \$73.91; IRS Electronic Tax Payment #25 \$35,915.83; Wells Fargo Bank CC Tournament Cash \$880.00; Wells Fargo Bank BankCard Discnt/Interch Fees \$1,047.90; Wells Fargo Bank Client Analysis Service Charge \$448.49; Money Movers Inc Program Processing Fees \$8.25; Healthy Contributions Program Processing Fees \$5.90; Chamber of Commerce Employee Christmas Gifts \$2,690.00; IRS Electronic Tax Payment #26 \$37,645.40; SD Department of Revenue Sales Tax \$46,816.30; SD Department of Revenue Excise Tax \$32.50.

Motion by Commissioner Shaw, second by Commissioner Thill to authorize the mayor to sign a contract with Municode for recodification of City of Madison Ordinances for a cost of \$14,950.00, with additional annual fees of \$1,550 for web maintenance and hosting. Upon roll call, motion carried unanimously.

Motion by Commissioner Thill, second by Commissioner Shaw, to give Ordinance No. 1630 - Amend Appendix B - Zoning - Section 17.02 a first reading and set a date of public hearing for March 1, 2021 at 5:30pm or as soon thereafter as the matter made be heard. Upon roll call, motion carried unanimously.

Motion by Commissioner Shaw, second by Commissioner Wire to set the bid date of March 4, 2021 at 2:00pm for Bid No. 900 - Sidewalk Improvement Project 2021-1. Upon roll call, motion carried unanimously.

Tess Nelson, Utilities Services Coordinator, provided an update on the energy alerts issued in response to the abnormally low temperatures across the Midwest. The alert is in effect through Thursday February 18. Commissioner Wire requested citizens continue to conserve energy as part of the alert.

Motion by Commissioner Thill to adjourn, second by Commissioner Shaw. Motion carried unanimously.

The Board of Commissioners adjourned at 6:12pm.

/s/Sonya Wilt
Finance Officer

CITY OF MADISON							
CASH BALANCES							
JANUARY 2021							
	WELLS FARGO	GREAT WESTERN	FIRST BANK & TRUST	SD FIT	FIRST NATIONAL	US BANK	CASH BALANCE
CASH							
GENERAL	\$ 3,829,171.89	\$ 99,307.36	\$ 720,630.93	\$ 2,686,477.75			\$ 7,335,587.93
PARK & RECREATION	\$ 990,329.58	\$ 4,719.47	\$ 92,672.63	\$ 259,632.68			\$ 1,347,354.36
LODGING & ENTERTAINMENT TAX	\$ 14,934.12		\$ 649.54				\$ 15,583.66
COMMUNITY DEVELOPMENT	\$ 27,063.06						\$ 27,063.06
2ND CENT SALES TAX	\$ 803,608.99		\$ 267,896.61				\$ 1,071,505.60
SPECIAL MAINTENANCE FEE	\$ 1,017,771.99						\$ 1,017,771.99
2019 SEPTEMBER FLOOD	\$ 39,033.89						\$ 39,033.89
SWIMMING POOL DEBT SERVICE	\$ 320,757.18						\$ 320,757.18
GERRY MALONEY NATURE AREA			\$ (46,683.16)				\$ (46,683.16)
WATER	\$ 1,758,422.38		\$ 40,716.20	\$ 722,945.51			\$ 2,522,084.09
ELECTRIC	\$ 1,567,934.21		\$ 161,876.61	\$ 1,292,303.97	\$ -	\$ 116,511.69	\$ 3,138,626.48
SEWER	\$ 1,295,532.36		\$ 214,039.42	\$ 278,263.49			\$ 1,787,835.27
COMMUNITY CENTER	\$ 143,484.16	\$ 48,939.97					\$ 192,424.13
SOLID WASTE	\$ 445,498.46		\$ 104,405.27				\$ 549,903.73
RECYCLING CENTER	\$ 157,063.84			\$ 42,615.55			\$ 199,679.39
CAFETERIA PLAN	\$ (976.27)						\$ (976.27)
							\$ 19,517,551.33
SAVINGS CERTIFICATES							
GENERAL			\$ 589.87	\$ -			\$ 589.87
PARK & RECREATION				\$ -			\$ -
WATER				\$ -			\$ -
ELECTRIC				\$ -			\$ -
SEWER				\$ -			\$ -
							\$ 589.87
RESTRICTED CASH							
TAX INCREMENT DISTRICT #2	\$ 863.52						\$ 863.52
GERRY MALONEY NATURE AREA	\$ 749.15		\$ 328,453.41				\$ 329,202.56
GRANT CIRCLE TID	\$ 14,855.78						\$ 14,855.78
WATER - LEWIS AND CLARK			\$ 190,661.33				\$ 190,661.33
WATER DEPOSIT	\$ 400.25						\$ 400.25
ELECTRIC - GENERATION DEBT SERVICE					\$ -	\$ 369,006.49	\$ 369,006.49
ELECTRIC DEPOSIT	\$ 110,469.75						\$ 110,469.75
							\$ 1,015,459.68
TOTAL CASH AND SAVINGS CERTIFICATES	\$ 12,536,968.29	\$ 152,966.80	\$ 2,075,908.66	\$ 5,282,238.95	\$ -	\$ 485,518.18	\$ 20,533,600.88
ANNUAL PERCENTAGE YIELD	MONEY MARKET 0.030%	0.050%	0.250%	MONEY MARKET .01%	0.000%	1.625%	
	SWEEP .01%						

CITY OF MADISON DESIGNATED RESERVES

JANUARY 2021

GENERAL	FINANCE - ARMORY RESERVE	\$ 75,000.57	2ND CENT SALES TAX	4TH & WASHINGTON AVE RESERVE	\$ 53,900.00
	FINANCE - DEPOT RESERVE	\$ 65,000.47		TOTAL FUND RESERVE	\$ 53,900.00
	FINANCE - CITY HALL RESERVE	\$ 881,364.83			
	FINANCE - REPAIR/MAINTENANCE RESERVE	\$ 225,000.00	WATER	WATER DISTRIBUTION RESERVE	\$ 508,243.21
	FINANCE - TECHNOLOGY RESERVE	\$ 11,966.77		TOWER INSPECTION RESERVE	\$ 45,803.00
				TOWER PAINTING RESERVE	\$ 60,000.00
	ENGINEER - AERIAL PHOTO RESERVE	\$ 11,584.25		TOWER FENCING RESERVE	\$ 35,000.00
	ENGINEER - TECHNOLOGY RESERVE	\$ 5,000.00		WELL TREATMENT RESERVE	\$ 197,986.00
	ENGINEER - VEHICLE RESERVE	\$ 16,155.00		WATER TOWER RESERVE	\$ 523,500.00
	ENGINEER - TOTAL STATION RESERVE	\$ 2,000.00		DISTRIBUTION CALIBRATION RESERVE	\$ 18,000.00
				LIME/SLUDGE HAULING RESERVE	\$ 34,494.73
	POLICE - TECHNOLOGY RESERVE	\$ 49,199.43		DEPRECIATION RESERVE	\$ 130,381.36
	POLICE - BUILDING RESERVE	\$ 850,000.00		BIG SIOUX CONNECTION RESERVE	\$ 11,012.79
				PLANT EQUIP REPAIR/REPLACE RESERVE	\$ 175,000.00
	FIRE - FIRETRUCK RESERVE	\$ 75,000.00		WELL MAINTENANCE RESERVE	\$ 100,000.00
	FIRE - BUILDING MAINTENANCE RESERVE	\$ 10,000.00		TOTAL FUND RESERVE	\$ 1,839,421.09
	FIRE - COMMUNICATIONS EQUIP RESERVE	\$ 20,000.00	ELECTRIC	PLANT EXPANSION RESERVE	\$ 100,000.00
	FIRE - SAFETY TRAILER RESERVE	\$ 1,000.00		WASHINGTON AVE PROJECT RESERVE	\$ 50,000.00
				BUCKET TRUCK RESERVE	\$ 150,000.00
	HWY/STREETS - STREET SIGN RESERVE	\$ 26,724.76		TRENCHER RESERVE	\$ 2,497.86
	HWY/STREETS - STORM SEWER RESERVE	\$ 13,718.43		BACKHOE RESERVE	\$ 20,000.00
	HWY/STREETS - CURB & GUTTER RESERVE	\$ 59,416.89		DIGGER DERRICK RESERVE	\$ -
	HWY/STREETS - BRIDGE REPAIR RESERVE	\$ 8,000.00		CENTER STREET LIGHTS RESERVE	\$ 25,000.00
	HWY/STREETS - TECHNOLOGY RESERVE	\$ 15,089.05		GENERATION PLANT RESERVE	\$ 80,000.00
	HWY/STREETS - CAPITAL REPLACEMENT RESEF	\$ 547,284.36		LOAD MANAGEMENT UPGRADE RESERVE	\$ 140,000.00
	HWY/STREETS - SHOP BUILDING RESERVE	\$ 210,000.00		SUBSTATION REPLACEMENT RESERVE	\$ 150,000.00
	HWY/STREETS - ROCK CREEK WALL RESERVE	\$ 75,000.00		TOTAL FUND RESERVE	\$ 717,497.86
			SEWER	PIPE LINING RESERVE	\$ 260,000.00
	RESTR USE - FUTURE SITE CLOSURE RESERVE	\$ 40,000.00		DEPRECIATION RESERVE	\$ 308,761.79
	RESTR USE - LAND PURCHASE RESERVE	\$ 225,000.00		MANHOLE LINING RESERVE	\$ 22,750.00
	RESTR USE - CELL CONSTRUCTION RESERVE	\$ 80,500.00		INFRASTRUCTURE IMPROVEMENT RESERVE	\$ 200,000.00
	RESTR USE - BUILDING MAINTENANCE RESERVE	\$ 62,734.04		PLANT EQUIP REPAIR/REPLACE RESERVE	\$ 96,861.00
				BIOSOLIDS RESERVE	\$ 18,387.52
	AIRPORT - IMPROVEMENT PROJECT RESERVE	\$ 318,238.02		IP CELL TESTING RESERVE	\$ 121,983.00
			COMMUNITY CENTER	TOTAL FUND RESERVE	\$ 1,028,743.31
	LIBRARY - MALONEY RESERVE	\$ 4,997.18		CAPITAL OUTLAY RESERVE	\$ 69,645.87
	LIBRARY - GENERAL RESERVE	\$ 15,898.58		FUTURE MAINTENANCE RESERVE	\$ 19,902.55
	LIBRARY - CHECKING/SAVINGS	\$ 20,026.71		TOTAL FUND RESERVE	\$ 89,548.42
	LIBRARY - BUILDING RESERVE	\$ 66,505.77			
			SOLID WASTE	GARBAGE CONTAINER RESERVE	\$ -
	COMMUNITY CENTER MAINT/REPAIR RESERVE	\$ 450,000.66		DEPRECIATION RESERVE	\$ 53,740.85
	ESSENTIAL BOND RESERVE	\$ 457,000.00		TOTAL FUND RESERVE	\$ 53,740.85
	2ND CNT SALES TX PREFUND CASHFLW RESERV	\$ 576,833.15			
	DOWNTOWN IMPROVEMENT RESERVE	\$ 40,000.00		DEPRECIATION RESERVE	\$ 115,000.00
	LEPC FLOOD STUDY UPDATE	\$ -		TOTAL FUND RESERVE	\$ 115,000.00
	WILLIAMS BROS SUB FUTURE DEVELOP RESERV	\$ 14,000.00	RECYCLING	DEPRECIATION RESERVE	\$ -
	TOTAL FUND RESERVE	\$ 5,625,238.92		TOTAL FUND RESERVE	\$ -
PARK & RECREATION	ADA ACCESSIBILITY RESERVE	\$ -		TOTAL DESIGNATED RESERVES	\$ 10,076,435.01
	SIDEWALK RESERVE	\$ 75,171.13			
	SWIMMING POOL REPAIR RESERVE	\$ 44,398.37			
	SW 4TH & UNION AVE PARK RESERVE	\$ 72,650.00			
	PLAYGROUND RESERVE	\$ 10,000.00			
	BALLFIELD RESERVE	\$ 35,000.00			
	REC TRAIL MAINTENANCE RESERVE	\$ 34,640.00			
	INSECT CONTROL RESERVE	\$ 15,000.00			
	CHRISTMAS LIGHTS RESERVE	\$ 5,775.69			
	TENNIS COURT RESERVE	\$ 8,000.00			
	MULTI-USE TRAIL EXTENSION RESERVE	\$ 30,000.00			
	CAPITAL REPLACEMENT RESERVE	\$ 125,209.37			
	PICNIC TABLES RESERVE	\$ 7,500.00			
	PARK ACQUISITION RESERVE	\$ 90,000.00			
	TOTAL FUND RESERVE	\$ 553,344.56			

**CITY OF MADISON
GROSS SALARIES
JANUARY 2021**

DEPARTMENT	AMOUNT	DEPARTMENT	AMOUNT
Mayor & Commission	\$ 4,194.22	Park & Recreation	\$ 14,457.18
Finance	\$ 13,912.48	Water	\$ 30,531.32
General Government Buildings	\$ 472.13	Electric	\$ 59,936.20
Engineer	\$ 13,375.09	Sewer	\$ 32,615.07
Police	\$ 63,143.87	Community Center	\$ 37,261.65
Fire	\$ 5,466.78	Solid Waste Collection	\$ 7,566.64
Highways & Streets	\$ 35,036.24	Recycling	\$ 3,487.86
Snow & Ice Removal	\$ -	Total	\$ 340,925.35
Restricted Use Site			
Airport	\$ 1,760.74		
Library	\$ 17,357.88		
Planning & Zoning	\$ 350.00		

**CITY OF MADISON
BILLS FOR RATIFICATION
JANUARY 2021**

VENDOR	DESCRIPTION	DATE	AMOUNT	ACCOUNT #
Heartland Payment System	Fees - Airport	1/4/2021	\$ 96.95	101.4351.4291
CSI	CSI Fees - Community Center	1/4/2021	\$ 167.20	605.4811.4259
CSI	CSI Fees - Community Center	1/4/2021	\$ 39.39	605.4811.4259
CSI	CSI Fees - Community Center	1/4/2021	\$ 14.10	605.4811.4259
IRS	Electronic Tax Payment #1	1/8/2021	\$ 38,632.05	****.2172/2173
Wells Fargo Bank	Client Analysis Service Charge	1/11/2021	\$ 471.79	***.4291
Wells Fargo Bank	BankCard Discnt/Interch Fees - FO (65%)	1/13/2021	\$ 456.98	603.4343.4291
Wells Fargo Bank	BankCard Discnt/Interch Fees - FO (20%)	1/13/2021	\$ 140.60	602.4335.4291
Wells Fargo Bank	BankCard Discnt/Interch Fees - FO (15%)	1/13/2021	\$ 105.45	604.4327.4291
Wells Fargo Bank	BankCard Discnt/Interch Fees - CC	1/13/2021	\$ 101.48	605.4811.4291
Money Movers Inc	Program Processing Fees	1/14/2021	\$ 8.00	605.4811.4259
Healthy Contributions	Program Processing Fees	1/15/2021	\$ 5.90	605.4811.4259
Wealth Mgmt TFM	Clean Water SRF 461024-02	1/15/2021	\$ 23,016.20	604.4344.4421
Wealth Mgmt TFM	Clean Water SRF 461024-02	1/15/2021	\$ 62,025.86	604.4344.4411
SD Department of Revenue	Sales Tax - Rec Center & Miscellaneous	1/20/2021	\$ 486.46	****.4523/4542/4543
SD Department of Revenue	Sales Tax - Electric Utility	1/20/2021	\$ 1,037.58	603.4344.4541
IRS	Electronic Tax Payment #2	1/22/2021	\$ 37,603.32	****.2172/2173
SD Department of Revenue	Sales Tax - Electric Utility	1/25/2021	\$ 40,995.16	603.4344.4541
SD Department of Revenue	Sales Tax - Refuse Collection	1/25/2021	\$ 2,163.06	***.4344.4543
SD Department of Revenue	Sales Tax - Rec Center & Miscellaneous	1/25/2021	\$ 2,694.46	****.4523/4542/4543
SD Department of Revenue	Sales Tax - Excise Tax	1/25/2021	\$ 1,269.07	101.4344.4543

MADISON MUNICIPAL AIRPORT BOARD
MINUTES
JANUARY 19, 2021
6:00pm - Airport Lobby - 1600 Airport Drive

CALL TO ORDER: 18:00

Roll Call: Present-Roy Brown, Myron Downs, Dave Gilbert, Ken Johnson, Tim Peters. Morris Riggin, ex-officio George Colombe, Absent: Commissioner Bob Thill Guest: Jake Braunagel (KLJ): Charlie Keppen

APPROVE NOVEMBER 17, 2020 MINUTES: Motion to approve by Dave, 2nd by Roy; motion carried

APPROVE JANUARY 19, 2021 AGENDA: Motion to approve by Ken, 2nd by Dave; motion carried

APPEARANCES/ACKNOWLEDGEMENTS/CORRESPONDENCE

- 1) Acknowledge Fuel Update - November, December: The board acknowledges the report: 100 LL Fuel was purchased on December 1, 2020, The current sale price is \$3.55/gal.
- 2) Acknowledge KLJ Status Report - November 27, 2020, December 31, 2020: Jake (KLJ) reviewed the reports: The Rehabilitate Runway close out papers were delivered to the City today. The Apron expansion Design is almost complete, additional funds have been requested and approved by the FAA. It is estimated that bids could be solicited in April and construction completed in late summer.

UNFINISHED BUSINESS

NEW BUSINESS

- 1) Crop Rotation Options: Replacing the alfalfa with another crop was discussed: The wild life hazmat program says only grass can be planted. Discussion concerning loss of revenue for land rent was discussed: Jake will contact the FAA and see if they will permit some crop other than grass be planted.
- 2) Approve New Hangar Construction - Morris Riggin: The hangar will be located near the expanded apron and construction would move to late summer depending on the apron expansion project progress. **Motion by Tim; Mr Riggin should move ahead with plans for construction near the expanded Apron, working with KLJ and the FAA to determine exact location. 2nd by Myron: Motion carried:**
- 3) 2021 Airport Conference Update: The airport conference will be Virtual this year: A virtual point will be set up at the airport in the student study area for anyone who wants to attend.
- 4) Ratify Bills - November 11, November 25, December 9, December 23, January 6, January 20: **Motion by Myron to ratify bills as presented, 2nd by Roy, motion carried**

PUBLIC COMMENT

ANNOUNCEMENTS

EXECUTIVE SESSION

- 1) SDCL 1-25-2(3)

The board went into executive session at 18:25

The board came out of executive session at 18:35

ADJOURN: 18:36 motion to adjourn by Myron-To

If special accommodations are necessary to attend any Madison Municipal Airport Board meeting, please contact the Finance Office at (605) 256-7500 at least 24 hours before meeting time. All attempts shall be made to accommodate a request.

***Madison Community Center Governing
Board Meeting Minutes
Thursday, January 21, 2020 @ 7:00 AM
ZOOM Conference Call and in-person***

Call to Order: Danny Frisby-Griffin called the meeting to order at 7:03am in the Community Center Meeting Room and via ZOOM/conference call.

Members Present: Danny Frisby-Griffin, Josh Anderson, Laura Boecker, Michelle Corey, Jeff Dittman, Sara Hare, Brian Keller, Jennie Thompson.

Members Absent:

Ex-Officio Present: Jerae Wire

Staff Present: Nick Hansen

1. **Approval of the January 21, 2021 board meeting agenda:** Agenda was presented. Motion to approve was made by Jennie Thompson and seconded by Sara Hare. Motion carried.
2. **Approval of the December 17, 2020 board meeting minutes:** The meeting minutes were presented. Motion was made to approve by Josh Anderson and seconded by Jennie Thompson. Motion carried.
3. **New officer elections and committee determinations - Election in accordance with MCC Policy 104:** Motion was made by Josh Anderson to continue with the current positions and committee assignments with a second from Brian Keller. Motion carried.
 - **President:** Danny Frisby-Griffin
 - **Vice President:** Jennie Thompson
 - **Secretary/Treasurer:** Sara Hare
 - **At-large Exec Committee Member:** Josh Anderson
 - **Budget Committee:** Danny Frisby-Griffin, Jennie Thompson, Sara Hare
 - **Membership/Marketing Committee:** Laura Boecker, Michelle Corey, DSU member. The incoming board member will be assigned to the vacancy made by Jim Jacobsen within the membership / marketing committee.
 - **Facilities Committee:** Brian Keller, Josh Anderson, Jeff Dittman
4. **Committee Reports:**
 - **Executive Committee:** None
 - **Budget:** None
 - **Membership / Marketing:** None
 - **Facilities:** The facilities committee will be meeting in the near future to review items that need to be further addressed by the governing board.
5. **Department Reports:** The department reports were acknowledged as presented in the board packet.
 - **Director:** Included in board packet
 - **Fitness Coordinator:** Included in board packet. Service call out for 2 treadmills.
 - **Group Trainer Coordinator:** Included in board packet. Looking into options for adding a Jacobs Ladder.
 - **Aquatic Coordinator:** Included in board packet. WSI and lifeguard staffing is adequate for current needs.
 - **Youth Activities Coordinator:** Included in board packet. Will start planning the summer program soon.

*Our mission is to serve the health, wellness, recreational and social needs of Dakota State University,
City of Madison and the surrounding area.*

- **Recreation/Intramural/MAC Coordinator:** Included in board packet. Discussing options for youth reversible jerseys that would be utilized for all rec activities. Participants would have the option of a reversible jersey available for purchase.

Old Business

6. **Discussion and decision: Covid-19 National/State/Local Emergency Declaration Support and Action plan/community support Madison Community Center Restrictions:** No new discussion. Will continue with the current procedures and processes in place.

New Business

7. **Acknowledge: December 2020 revenue and expense reports:** The December DRAFT revenue and expense reports are currently unavailable for review.
8. **Authorize and establish Assistant Director/Aquatics 18C pay grade scale 1st pay period started Dec. 20th:** Jennie Thompson made a motion to establish the Assistant Director/Aquatics position to a 18C pay grade scale with the first pay period started December 20th. Pay would be retroactive to that date. Seconded by Josh Anderson, motion carried.
9. **Discussion and decision: After School Program summer fees:** The After-School Program board members are in agreement and support the suggested summer fees listed below:
 - 4 weeks: \$280 for members and \$200 per additional member. \$330 for non-members and \$250 per additional non-members.
 - 5 weeks: \$350 for members and \$270 per additional member. \$400 for non-members and \$320 per additional non-members.
 - Day charge: \$25 for members and \$20 per additional member. \$30 for non-members and \$25 per additional non-members.
 - Week charge: \$115 for members and \$110 per additional member. \$120 for non-members and \$115 per additional non-members.

Jennie Thompson made a motion to adjust the After-School Program summer fees as they were presented to the governing board (listed above) with a second from Sara Hare. Motion carried. It was also further discussed that the After-School Program board would like to transition to the summer program directly following the end of school. Madison Community Center governing board approves with removing the two-week break between programs, as done in the past. The summer program will now start with one day transition between the after-school program and summer program.

10. **Discussion and decision: Membership reimbursement:** Director Nick Hansen updated the board that a 50% reimbursement was given to a previous member for membership payments made past the membership termination date. The prior member has utilized other community center services and will use the remaining 50% reimbursement towards those services. This was agreed upon by those involved with issue resolved.
11. **Discussion: Excess equipment inventory:** Currently there is no equipment surplus other than one leg press machine.
12. **Public comments per resolution No. 2018-11:** None

Adjourn: Meeting adjourned at 7:35am.

Next scheduled board meeting is February 18, 2021 @ 7:00 am.

Our mission is to serve the health, wellness, recreational and social needs of Dakota State University, City of Madison and the surrounding area.

MINUTES OF THE BOARD OF TRUSTEES MEETING
MADISON PUBLIC LIBRARY
TUESDAY, JANUARY 19, 2021

The Board of Trustees of the Madison Public Library met at 5:15 p.m., on Tuesday, January 19, 2021, via ZOOM. John Nelson, Court Weck, Wilson Kleibacker, Carrie Studer, and Kelli Wollmann were present. Adam Shaw and Jody Johnson were absent.

President John Nelson called the meeting to order. A quorum was present.

Motion by Wilson Kleibacker, seconded by Kelli Wollmann, to add archiving the Madison Daily Leader as an item of continuing business. Motion carried. Motion by Wilson Kleibacker, seconded by Court Weck, to approve the agenda as amended. Motion carried.

Motion by Carrie Studer, seconded by Court Weck, to approve the minutes of the December 15, 2020, meeting as printed. Motion carried.

Motion by Wilson Kleibacker, seconded by Kelli Wollmann, to approve the bills submitted for payment. Motion carried.

The librarian's report included the following:

- A report on how other public libraries are functioning and their plans for the near future.
- The library has a third phone. The staff has identified one problem which we are working to resolve.
- The library purchased air purifiers for the meeting room, the children's room, and the work room.
- The librarian thanked John Nelson, Carrie Studer, and Court Weck for volunteering to participate in the Framing the Future project.
- Tails and Tales is the theme for the 2021 summer reading program. The children's librarian is planning a virtual program with some outdoor activities in Library Park.

In continuing business, the librarian has contacted FM Acoustical Tile about the ceiling and is expecting a return call.

The librarian reported that the policy adopted for use of the mobile hotspots may need to be changed to include allowing children to check out the hotspots. A copy of the policy approved in December has been sent to the representative of the National Association of State Procurement Officials for clarification.

The librarian has contacted Jan Brue Enright, director of the Karl Mundt Library, about finding a method for archiving the Madison Daily Leader. She is also communicating with Northern Micrographics about digitizing.

There was no new business or public comments.

Meeting adjourned.

Respectfully submitted,

Nancy Sabbe, Librarian

1/12/2021 January Park Board **Minutes**
Location: City Hall, City Commission Room @ 5:30 P.M.

- I. Call to Order: **Mike Miller, Mark Ferber, Allyson Nagel, Dale Droge, J.D Hansen**
- II. Roll Call: **Meeting called at 5:30**
- III. Approve the January 2021 meeting agenda: **Nagel Motion, Droge 2nd, Motion Passed Unanimously**
- IV. Approve the October 2020 meeting minutes: **Hansen Motion, Ferber 2nd, Motion Passed Unanimously**
- V. Old Business: Update on Horseshoe Court/Pulford property transaction. **McGillivray informed the board that the property is unsellable to some restrictions found after last Park Board meeting.**
- VI. New Business:
 - a. Approve 2021 Garden Plot fees and Agreement **Nagel Motion, Droge 2nd, Motion Passed Unanimously**
 - b. Discuss Madison Aquatics Center: **Bunkers and McGillivray informed the Park Board of the issues with MAC in the electrical room. Park Board wants to move forward with repairs. No Motion was made.**
 - c. Set Grand Opening ceremony date for Memorial Park Playground: **Park Board wants Memorial Park Grand opening on June 3rd, 2021 @ 10:00 A.M.**
- VII. V11. Other Business: **Hansen made a motion for the MAC aquatics director to start attending the monthly Park Board meeting. Ferber 2nd, Motion passed Unanimously.**
- V111. Staff Reports
 - A. Mike McGillivray (Parks Supervisor): **McGillivray informed the Parks Board they have been trimming trees and EAB removal, Armory maintenance, snow removal, preparing the ice rinks, and summer equipment repairs.**
- 1X. Adjourn: **Ferber motion, Droge 2nd, motion passed unanimously**

PLANNING COMMISSION PROCEEDINGS
CITY OF MADISON
January 12, 2020

Chairman John Groce called the meeting to order at 7:02am.

The following members were present for roll call: Chairman John Groce, Commissioners Karin Mathison, Roger Olson, Jim Iverson, Donna Fawbush, Bob Maxwell & Jennifer Wolff. Also present were Administrative Official Chad Comes, and non-voting member Mandi Anderson. Absent was Alternate Michael Johnson.

Motion by Commissioner Olson to approve the December 22, 2020 Planning Commission minutes, second by Commissioner Maxwell. Motion carried unanimously.

Motion by Commissioner Wolff, second by Commissioner Mathison to approve the January 12, 2021 agenda. Motion carried unanimously.

First District Association of Local Governments – Luke Muller went through some items from the Northeast Residential Area. He touched on the Existing Unique Development Issues. He asked if there are any plans for a park in the Northeast part of Madison. Chad Comes said that there will be a park in the Northeast Area. He also stated that the area between Lincoln & Prairie Avenues is not quite the same as the far Northeast Area. Specifically, the area around DSU. Chad said that there are probably two different sub-categories in this area. It was also brought up that the airport has caused a few issues in the area with flight patterns. Commissioner Iverson said that it would probably be a good idea to talk with the airport. Chad also pointed out that NE 11th Street had been extended to the east all the way to Heatherwood Avenue. Adam from 1st District asked about extending NE 11th Street to the east to Airport Road. Chad said that this is the long-term goal. Luke started to talk about the South Residential Redevelopment Area. He went through the Existing Unique Development Issues. Commissioner Iverson asked about the Sidewalk and the bike path. Chad Comes said that most of the sidewalk had been completed from the bypass to 9th Street. Iverson asked if the hospital should be included and Luke stated that it will be included. Chad Stated that south of 10th Street would be a likely area for new development in the future. Commissioner Iverson said that the property to the west of Bethel is designated for senior living and will be constructed in the future. It is the area to the north of Prairieview and is the blue block west of Bethel on the map. The next meeting will be January 26, 2021 at 7:00am and will cover commercial development areas.

There were no public input comments.

Motion by Commissioner Olson, second by Commissioner Iverson to adjourn. Motion carried unanimously.

The meeting adjourned at 8:18am.

Dan Whitlock
Planning Commission

**PLANNING COMMISSION PROCEEDINGS
CITY OF MADISON
January 26, 2021**

Chairman John Groce called the meeting to order at 7:05am.

The following members were present for roll call: Chairman John Groce, Commissioners Karin Mathison, Roger Olson, Jim Iverson, Donna Fawbush, Bob Maxwell & Jennifer Wolff. Also present were Administrative Official Chad Comes, and non-voting member Mandi Anderson. Absent was Alternate Michael Johnson.

Motion by Commissioner Olson to approve the January 12, 2021 Planning Commission minutes, second by Commissioner Wolff. Motion carried unanimously.

Motion by Commissioner Iverson, second by Commissioner Fawbush to approve the January 26, 2021 agenda. Motion carried unanimously.

First District Association of Local Governments – Luke Muller said there will more than likely be 3 or 4 more meetings. In this meeting we will be covering Commercial & Redevelopment. Luke asked the group for any changes or updates that they would like to see made. Approximately 50% of the area is Residential Use. Commissioner Iverson asked about how the city limits were shown in the Northwest part of town. Luke is going to check into this to make sure that it is correct. Luke went through the points of emphasis for this area. He asked about any changes that could/should be made. Chad Comes mentioned that it would be good to get sidewalk in this area. He said that the area to the North and West of One Stop may be developed in the future. Luke asked about loading doors facing away from the highway, and also about metal siding and landscaping. Luke will put a link to the presentations on the website. The next meeting will be on February 9th if there is time. Looking at having another on February 23rd.

There were no public input comments.

Motion by Commissioner Olson, second by Commissioner Maxwell to adjourn. Motion carried unanimously.

The meeting adjourned at 8:04am.

Dan Whitlock
Planning Commission

CITY OF MADISON
PERSONNEL
FEBRUARY 2021

NAME	EFFECTIVE DATE	PRESENT STATUS	RECOMMENDED STATUS	PRESENT RATE/SALARY	RECOMMENDED RATE/SALARY	POSITION	FUND	DEPARTMENT
Schinderling, Kitty	1/12/2021	PT < 20	PT < 20	\$11.05	\$11.05	Water Aerobics	Community Center	Aquatics
Punt, Jacob	1/19/2021	NA	PT < 20	NA	\$9.45	Recreation Assistant	Community Center	Recreation
Lee, Magdalene	1/25/2021	NA	PT < 20	NA	\$9.45	Front Desk	Community Center	Administration
Lee, Magdalene	1/25/2021	PT < 20	PT < 20	\$9.45	\$11.05	Supervisor	Community Center	Administration
Meyer, Adelia	1/26/2021	NA	PT < 20	NA	\$10.85	Lifeguard	Community Center	Aquatics
Schallenkamp, Nicholas	1/27/2021	PT < 20	PT < 20	\$9.45	\$9.45	Warming House	Park	Swimming Pool
Elkin, Colter	1/27/2021	PT < 20	PT < 20	\$9.45	\$9.45	Warming House	Park	Swimming Pool
Punt, Jacob	1/27/2021	PT < 20	PT < 20	\$9.45	\$9.45	Warming House	Park	Swimming Pool
Kelsey, Michaela	2/1/2021	PT < 20	PT < 20	\$13.55	\$11.05	Group Instructor	Community Center	Fitness
Miller, Reagan	2/1/2021	NA	PT < 20	NA	\$9.45	After School Program Assistant	Community Center	After School Program
Miller, Reagan	2/1/2021	PT < 20	PT < 20	\$9.45	\$11.25	WSI Lifeguard	Community Center	Aquatics
Weist, Sherry	2/1/2021	NA	PT < 20	NA	\$11.05	Water Aerobics	Community Center	Aquatics
Dukat, Jada	2/3/2021	NA	PT < 20	NA	\$9.45	After School Program Assistant	Community Center	After School Program
Neises, Jordan	2/4/2021	NA	PT < 20	NA	\$9.45	After School Program Assistant	Community Center	After School Program

RESOLUTION NO. 2021-04

A RESOLUTION TO AMEND ESTABLISHED EMPLOYEE COMPENSATION FOR 2021

BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF MADISON, SOUTH DAKOTA:

That Section B of Resolution No. 2020-32 adopted on November 23, 2020 is amended as follows:

Dated this ____ day of February, 2021.

CITY OF MADISON

Mayor

ATTEST: _____
Finance Commissioner

SECTION B

GRADE ASSIGNMENT/SALARY FOR FULL-TIME EXEMPT POSITIONS

<u>Utilities</u>	<u>Grade</u>
Superintendent - Plants	21
Superintendent - Distribution & Collection	21
GIS & Project Engineer	20
Utility Services Coordinator	18
<u>Community Center</u>	<u>Grade/Salary</u>
Assistant Director	18
Recreation & Aquatics Coordinator	14
Fitness & Special Events Coordinator	12
Fitness Coordinator	\$32,915.06 + commission

BENEFITS FOR SECTION B

- 1) Vacation – 80 hours per year through 5th year; 6-13 years - 120 hours per year; 14-25 years - 160 hours per year; 25+ years - 200 hours per year.
- 2) Sick – 104 hours per year. 25% payable upon resignation or retirement if hired before January 1, 2005. If hired after January 1, 2005, 25% payable upon resignation or retirement up to a total of 480 hours.
- 3) Holiday – 92 hours.
- 4) Retirement – 6%.
- 5) Health Insurance – single \$565.78 per month; employee + one \$984.14 per month; employee + children \$1112.48 per month; family \$1153.46 per month.
- 6) Dental Insurance – single \$35.57 per month; employee + one \$65.81 per month; employee + children \$66.09 per month; family \$85.70 per month
- 7) Retired Health/Dental Insurance – able to retain group health and dental coverage by paying 100% of each monthly premium if eligible for SDRS benefits and has 15 years of full-time cumulative service. Coverage may continue until retiree reaches the age of 65 or otherwise qualifies for the Medicare program.
- 8) Life Insurance – \$30,000 term policy.
- 9) Flexible Benefits Plan – healthcare and dependent care options.
- 10) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center. Community Center employees receive single Community Center membership.
- 11) Severance – 40 hours per each 5 years service to begin after 5 years service.
- 12) Boot Allowance – \$75.00 annually with PR#1 to safety sensitive, Utilities.

GRADE AND STEP SCALE 2021

(PAGE 1 OF 2)

GRADE / STEP	A	B	C	D	E	F	G	H	I	J	K	L	M
8	15.44	15.67	15.91	16.14	16.38	16.63	16.89	17.13	17.39	17.65	17.92	18.18	18.46
	32,121.59	32,593.02	33,085.88	33,578.74	34,071.60	34,585.89	35,121.61	35,635.89	36,171.61	36,707.33	37,264.47	37,821.62	38,400.19
9	16.22	16.46	16.71	16.96	17.22	17.47	17.73	18.00	18.28	18.54	18.82	19.11	19.39
	33,728.74	34,243.03	34,757.32	35,271.61	35,807.32	36,343.04	36,878.76	37,435.90	38,014.48	38,571.62	39,150.20	39,750.20	40,328.78
10	17.04	17.30	17.56	17.82	18.09	18.36	18.64	18.91	19.19	19.48	19.78	20.07	20.38
	35,443.04	35,978.75	36,514.47	37,071.62	37,628.76	38,185.91	38,764.48	39,343.06	39,921.63	40,521.63	41,143.07	41,743.07	42,385.93
11	17.91	18.17	18.44	18.72	19.00	19.29	19.57	19.87	20.17	20.47	20.78	21.09	21.41
	37,243.05	37,800.19	38,357.34	38,935.91	39,514.49	40,114.49	40,714.49	41,335.92	41,957.36	42,578.79	43,221.65	43,864.51	44,528.80
12	18.81	19.09	19.38	19.67	19.97	20.26	20.56	20.87	21.19	21.51	21.83	22.16	22.49
	39,128.77	39,707.34	40,307.35	40,907.35	41,528.78	42,150.21	42,771.65	43,414.51	44,078.79	44,743.08	45,407.37	46,093.09	46,778.81
13	19.76	20.06	20.36	20.67	20.98	21.28	21.60	21.93	22.26	22.59	22.93	23.28	23.62
	41,100.21	41,721.64	42,343.07	42,985.93	43,628.79	44,271.65	44,935.94	45,621.66	46,307.38	46,993.10	47,700.24	48,428.82	49,195.96
14	20.76	21.08	21.39	21.71	22.04	22.37	22.71	23.05	23.39	23.74	24.10	24.46	24.83
	43,178.79	43,843.08	44,485.94	45,150.23	45,835.95	46,521.66	47,228.81	47,935.96	48,643.10	49,371.68	50,121.68	50,871.69	51,643.12
15	21.81	22.14	22.47	22.81	23.15	23.50	23.85	24.21	24.57	24.94	25.31	25.69	26.09
	45,364.52	46,050.23	46,735.95	47,443.10	48,150.24	48,878.82	49,607.89	50,357.40	51,107.40	51,878.83	52,650.27	53,443.13	54,257.42
16	22.92	23.26	23.61	23.96	24.32	24.68	25.06	25.44	25.82	26.21	26.60	26.99	27.40
	47,678.81	48,385.96	49,114.53	49,843.11	50,593.11	51,343.12	52,114.55	52,907.41	53,700.27	54,514.56	55,328.85	56,143.14	57,000.29
17	24.08	24.44	24.81	25.18	25.56	25.94	26.33	26.72	27.13	27.53	27.94	28.36	28.78
	50,078.83	50,828.83	51,600.26	52,371.69	53,164.56	53,957.42	54,771.71	55,586.00	56,421.71	57,257.43	58,114.58	58,993.16	59,871.73
18	25.29	25.67	26.06	26.46	26.85	27.25	27.66	28.07	28.50	28.93	29.36	29.79	30.25
	52,607.41	53,400.27	54,214.56	55,028.85	55,843.14	56,678.86	57,536.01	58,393.15	59,271.73	60,171.73	61,071.74	61,971.74	62,914.60
19	26.58	26.98	27.38	27.80	28.21	28.63	29.05	29.50	29.94	30.39	30.84	31.31	31.77
	55,285.99	56,121.71	56,957.43	57,814.58	58,671.73	59,550.30	60,450.31	61,350.31	62,271.74	63,214.61	64,157.47	65,121.76	66,086.05
20	27.92	28.34	28.76	29.20	29.64	30.08	30.54	30.99	31.45	31.93	32.41	32.90	33.39
	58,071.72	58,950.30	59,828.87	60,728.88	61,650.81	62,571.75	63,514.61	64,457.47	65,421.76	66,407.48	67,414.63	68,421.78	69,450.35
21	30.82	31.29	31.75	32.23	32.71	33.20	33.70	34.20	34.72	35.24	35.77	36.31	36.85
	64,114.61	65,078.90	66,043.19	67,028.91	68,036.06	69,064.64	70,093.21	71,143.22	72,214.65	73,307.51	74,400.38	75,514.67	76,650.39
22	34.02	34.53	35.05	35.57	36.11	36.66	37.20	37.76	38.32	38.90	39.49	40.08	40.67
	70,757.50	71,828.94	72,900.57	73,993.23	75,107.52	76,243.24	77,378.96	78,536.11	79,714.69	80,914.70	82,136.13	83,357.57	84,600.43
23	37.55	38.12	38.68	39.27	39.86	40.46	41.06	41.68	42.30	42.94	43.58	44.24	44.90
	78,107.54	79,286.12	80,464.69	81,686.13	82,907.56	84,150.43	85,414.72	86,700.44	87,986.16	89,314.74	90,643.32	92,014.75	93,386.19
24	41.46	42.07	42.70	43.34	44.00	44.66	45.33	46.01	46.70	47.40	48.11	48.83	49.56
	86,229.01	87,514.73	88,821.88	90,150.46	91,521.89	92,893.33	94,286.19	95,700.48	97,136.21	98,593.36	100,071.94	101,571.94	103,093.38
25	45.75	46.44	47.14	47.84	48.56	49.30	50.03	50.78	51.54	52.31	53.10	53.90	54.70
	95,164.77	96,600.49	98,057.64	99,514.79	101,014.80	102,536.23	104,057.67	105,621.96	107,207.69	108,814.84	110,443.42	112,114.85	113,786.29
26	50.50	51.26	52.04	52.81	53.60	54.41	55.22	56.05	56.90	57.74	58.61	59.50	60.38
	105,043.99	106,629.11	108,236.26	109,843.41	111,493.42	113,164.86	114,857.72	116,593.45	118,350.60	120,107.75	121,907.76	123,750.63	125,593.49

GRADE AND STEP SCALE 2021
(PAGE 2 OF 2)

GRADE /STEP	N	O	P	Q	R	S	T	U	V	W	X	Y
8	18.74	19.02	19.30	19.59	19.88	20.18	20.48	20.79	21.11	21.42	21.74	22.07
	38,978.77	39,557.34	40,135.92	40,757.35	41,357.35	41,978.78	42,600.22	43,243.08	43,907.37	44,550.23	45,214.51	45,900.23
9	19.69	19.98	20.27	20.58	20.89	21.20	21.52	21.84	22.17	22.51	22.84	23.19
	40,950.21	41,550.21	42,171.64	42,814.50	43,457.36	44,100.22	44,764.51	45,428.80	46,114.52	46,821.67	47,507.38	48,235.96
10	20.68	20.99	21.31	21.62	21.94	22.27	22.61	22.95	23.29	23.64	24.00	24.36
	43,007.36	43,650.22	44,314.51	44,978.80	45,643.09	46,328.81	47,035.95	47,743.10	48,450.25	49,178.82	49,928.82	50,678.83
11	21.73	22.06	22.39	22.72	23.06	23.41	23.76	24.12	24.48	24.84	25.22	25.59
	45,193.09	45,878.80	46,564.52	47,250.24	47,957.39	48,685.96	49,414.54	50,164.54	50,914.54	51,664.55	52,457.41	53,228.84
12	22.83	23.17	23.52	23.87	24.23	24.59	24.96	25.33	25.71	26.10	26.49	26.89
	47,485.95	48,193.10	48,921.68	49,650.25	50,400.26	51,150.26	51,921.69	52,693.12	53,485.99	54,278.85	55,093.14	55,928.85
13	23.98	24.34	24.70	25.08	25.46	25.84	26.22	26.62	27.01	27.42	27.84	28.25
	49,885.97	50,635.97	51,385.97	52,157.41	52,950.27	53,743.13	54,535.99	55,371.71	56,186.00	57,043.15	57,900.29	58,757.44
14	25.20	25.57	25.96	26.34	26.74	27.15	27.55	27.96	28.38	28.81	29.24	29.68
	52,414.55	53,185.98	54,000.27	54,793.13	55,628.85	56,464.57	57,300.29	58,157.44	59,036.01	59,914.59	60,814.59	61,736.03
15	26.48	26.87	27.27	27.68	28.09	28.52	28.95	29.38	29.83	30.27	30.72	31.18
	55,071.71	55,886.00	56,721.72	57,578.86	58,436.01	59,314.59	60,214.59	61,114.60	62,036.03	62,957.46	63,900.32	64,864.61
16	27.82	28.23	28.65	29.08	29.52	29.96	30.41	30.87	31.33	31.80	32.28	32.76
	57,857.44	58,714.58	59,593.16	60,493.16	61,393.17	62,314.60	63,257.46	64,200.33	65,164.62	66,150.34	67,136.05	68,143.20
17	29.22	29.66	30.10	30.56	31.01	31.47	31.95	32.43	32.92	33.41	33.92	34.42
	60,771.74	61,693.17	62,614.60	63,557.46	64,500.33	65,464.62	66,450.34	67,457.48	68,464.63	69,493.21	70,543.21	71,593.22
18	30.70	31.16	31.63	32.10	32.59	33.07	33.56	34.07	34.58	35.10	35.63	36.16
	63,857.47	64,821.76	65,786.05	66,771.77	67,778.91	68,786.06	69,814.64	70,864.64	71,936.08	73,007.51	74,100.38	75,214.67
19	32.26	32.74	33.22	33.73	34.23	34.75	35.26	35.80	36.34	36.88	37.43	37.99
	67,093.20	68,100.35	69,107.49	70,157.50	71,207.50	72,278.94	73,350.37	74,464.66	75,578.95	76,714.67	77,850.39	79,028.97
20	33.88	34.40	34.91	35.43	35.97	36.50	37.06	37.61	38.17	38.75	39.32	39.92
	70,478.93	71,550.36	72,621.80	73,693.23	74,807.52	75,921.81	77,078.96	78,236.11	79,393.26	80,593.27	81,793.27	83,036.14
21	37.41	37.96	38.53	39.12	39.69	40.29	40.90	41.51	42.14	42.76	43.41	44.06
	77,807.54	78,964.69	80,143.26	81,364.70	82,564.70	83,807.57	85,071.86	86,336.15	87,643.30	88,950.45	90,300.46	91,650.46
22	41.29	41.91	42.54	43.18	43.83	44.47	45.14	45.82	46.51	47.20	47.92	48.64
	85,886.15	87,171.87	88,479.02	89,807.60	91,157.60	92,507.61	93,900.48	95,314.77	96,750.49	98,186.21	99,664.79	101,164.80
23	45.58	46.26	46.95	47.66	48.37	49.10	49.83	50.58	51.34	52.11	52.89	53.69
	94,800.48	96,214.77	97,650.49	99,129.07	100,607.65	102,129.09	103,650.53	105,214.82	106,779.11	108,386.26	110,014.84	111,664.85
24	50.31	51.06	51.82	52.60	53.40	54.19	55.00	55.83	56.67	57.52	58.38	59.26
	104,636.24	106,200.54	107,786.26	109,414.84	111,064.85	112,714.86	114,407.72	116,122.02	117,879.17	119,636.32	121,436.33	123,257.77
25	55.53	56.36	57.21	58.06	58.94	59.81	60.71	61.63	62.56	63.49	64.44	65.41
	115,500.59	117,236.31	118,993.46	120,772.04	122,593.48	124,414.92	126,279.21	128,186.36	130,114.94	132,064.95	134,036.39	136,050.69
26	61.29	62.22	63.14	64.09	65.05	66.03	67.02	68.03	69.05	70.08	71.13	72.20
	127,479.22	129,407.80	131,336.38	133,307.82	135,300.69	137,336.41	139,393.56	141,493.57	143,615.01	145,757.88	147,943.61	150,172.19