

CITY OF MERRILL

COMPENSATION RATES - 2016

(Effective 12/28/2015**)

Non-Union employees* working over 20 hours/week
were slotted in new Carlson-Dettman wage schedule

*Except T.B. Scott Library employees
whom have separate wage schedule

**There will be an additional 1.0%
increase effective 6/27/2016

City of Merrill Elected Officials

Current Annual Compensation - Established by City Ordinance

	Current Ordinance No.	Adopted	Amount	
Compensation for the following elected officials has been set for entire term of office:				
Alderspersons	2003-22	12/09/03	\$3,459.90	Plus various per-meeting payments
Mayor	2005-22	11/08/05	\$12,600.00	No City-paid benefits

Joint Municipal Court - City of Merrill and City of Tomahawk:

Joint Municipal Court Judge	2014-07	04/08/14	\$16,000.00	No City-paid benefits
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City of Merrill - Positions not slotted on Non-Union Compensation Schedule

JOB TITLE	DEPARTMENT	Grade	Step	2015 Annual	2015 Bi-Weekly	12/28/2015 Bi-Weekly	12/28/2015 Annual
City Clerk	City Clerk	N/A - Elected		\$55,986.06	\$2,153.31	\$2,174.84	\$56,545.92
Street Commissioner Office vacant as of 12/31/2015 due to retirement	Streets	N/A - Elected		\$72,252.44	\$2,778.94	\$2,806.73	\$72,974.96

City of Merrill - Non-Union Compensation

APPENDIX B

Effective: 12/28/2015

Hourly Schedule

Grade	87.5% Step 1	90.0% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	100.0% Step 6	102.5% Step 7	105.0% Step 8	107.5% Step 9	110.0% Step 10	112.5% Step 11	Grade
21	\$42.31	\$43.52	\$44.72	\$45.93	\$47.14	\$48.35	\$49.56	\$50.77	\$51.98	\$53.19	\$54.40	21
20	\$39.71	\$40.84	\$41.98	\$43.11	\$44.25	\$45.38	\$46.51	\$47.65	\$48.78	\$49.92	\$51.10	20
19	\$37.27	\$38.33	\$39.40	\$40.46	\$41.53	\$42.59	\$43.65	\$44.72	\$45.78	\$46.85	\$47.90	19
18	\$34.84	\$35.84	\$36.83	\$37.83	\$38.82	\$39.82	\$40.82	\$41.81	\$42.81	\$43.80	\$44.80	18
17	\$32.59	\$33.53	\$34.46	\$35.39	\$36.32	\$37.25	\$38.18	\$39.11	\$40.04	\$40.98	\$41.90	17
16	\$30.51	\$31.38	\$32.25	\$33.13	\$34.00	\$34.87	\$35.74	\$36.61	\$37.49	\$38.36	\$39.20	16
15	\$28.60	\$29.41	\$30.23	\$31.05	\$31.86	\$32.68	\$33.50	\$34.31	\$35.13	\$35.95	\$36.80	15
14	\$26.85	\$27.61	\$28.38	\$29.15	\$29.91	\$30.68	\$31.45	\$32.21	\$32.98	\$33.75	\$34.50	14
13	\$25.18	\$25.90	\$26.62	\$27.34	\$28.06	\$28.78	\$29.50	\$30.22	\$30.94	\$31.66	\$32.40	13
12	\$23.60	\$24.27	\$24.95	\$25.62	\$26.30	\$26.97	\$27.64	\$28.32	\$28.99	\$29.67	\$30.30	12
11	\$22.18	\$22.74	\$23.45	\$24.08	\$24.72	\$25.35	\$25.98	\$26.62	\$27.25	\$27.89	\$28.50	11
10	\$20.83	\$21.43	\$22.02	\$22.62	\$23.21	\$23.81	\$24.41	\$25.00	\$25.60	\$26.19	\$26.80	10
9	\$19.59	\$20.15	\$20.71	\$21.27	\$21.83	\$22.39	\$22.95	\$23.51	\$24.07	\$24.63	\$25.20	9
8	\$18.43	\$18.95	\$19.48	\$20.01	\$20.53	\$21.06	\$21.59	\$22.11	\$22.64	\$23.17	\$23.70	8
7	\$17.33	\$17.83	\$18.32	\$18.82	\$19.31	\$19.81	\$20.31	\$20.80	\$21.30	\$21.79	\$22.30	7
6	\$16.35	\$16.81	\$17.28	\$17.75	\$18.21	\$18.68	\$19.15	\$19.61	\$20.08	\$20.55	\$21.00	6
5	\$15.43	\$15.87	\$16.31	\$16.75	\$17.19	\$17.63	\$18.07	\$18.51	\$18.95	\$19.39	\$19.80	5
4	\$14.60	\$15.01	\$15.43	\$15.85	\$16.26	\$16.68	\$17.10	\$17.51	\$17.93	\$18.35	\$18.80	4
3	\$13.51	\$13.90	\$14.28	\$14.67	\$15.05	\$15.44	\$15.83	\$16.21	\$16.60	\$16.98	\$17.40	3
2	\$12.51	\$12.87	\$13.23	\$13.59	\$13.94	\$14.30	\$14.66	\$15.02	\$15.37	\$15.73	\$16.10	2
1	\$11.59	\$11.92	\$12.25	\$12.58	\$12.91	\$13.24	\$13.57	\$13.90	\$14.23	\$14.56	\$14.90	1
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Grade

City of Merrill - Non-Union Compensation

APPENDIX B

Effective: 12/28/2015

Annual Equivalent

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Grade
21	\$88,004.80	\$90,521.60	\$93,017.60	\$95,534.40	\$98,051.20	\$100,568.00	\$103,084.80	\$105,601.60	\$108,118.40	\$110,635.20	\$113,152.00	21
20	\$82,596.80	\$84,947.20	\$87,318.40	\$89,668.80	\$92,040.00	\$94,390.40	\$96,740.80	\$99,112.00	\$101,462.40	\$103,833.60	\$106,288.00	20
19	\$77,521.60	\$79,726.40	\$81,952.00	\$84,156.80	\$86,382.40	\$88,587.20	\$90,792.00	\$93,017.60	\$95,222.40	\$97,448.00	\$99,632.00	19
18	\$72,467.20	\$74,547.20	\$76,606.40	\$78,686.40	\$80,745.60	\$82,825.60	\$84,905.60	\$86,964.80	\$89,044.80	\$91,104.00	\$93,184.00	18
17	\$67,787.20	\$69,742.40	\$71,676.80	\$73,611.20	\$75,545.60	\$77,480.00	\$79,414.40	\$81,348.80	\$83,283.20	\$85,238.40	\$87,152.00	17
16	\$63,460.80	\$65,270.40	\$67,080.00	\$68,910.40	\$70,720.00	\$72,529.60	\$74,339.20	\$76,148.80	\$77,979.20	\$79,788.80	\$81,536.00	16
15	\$59,488.00	\$61,172.80	\$62,878.40	\$64,584.00	\$66,268.80	\$67,974.40	\$69,680.00	\$71,364.80	\$73,070.40	\$74,776.00	\$76,544.00	15
14	\$55,848.00	\$57,428.80	\$59,030.40	\$60,632.00	\$62,212.80	\$63,814.40	\$65,416.00	\$66,996.80	\$68,598.40	\$70,200.00	\$71,760.00	14
13	\$52,374.40	\$53,872.00	\$55,369.60	\$56,867.20	\$58,364.80	\$59,862.40	\$61,360.00	\$62,857.60	\$64,355.20	\$65,852.80	\$67,392.00	13
12	\$49,088.00	\$50,481.60	\$51,896.00	\$53,289.60	\$54,704.00	\$56,097.60	\$57,491.20	\$58,905.60	\$60,299.20	\$61,713.60	\$63,024.00	12
11	\$46,134.40	\$47,299.20	\$48,776.00	\$50,086.40	\$51,417.60	\$52,728.00	\$54,038.40	\$55,369.60	\$56,680.00	\$58,011.20	\$59,280.00	11
10	\$43,326.40	\$44,574.40	\$45,801.60	\$47,049.60	\$48,276.80	\$49,524.80	\$50,772.80	\$52,000.00	\$53,248.00	\$54,475.20	\$55,744.00	10
9	\$40,747.20	\$41,912.00	\$43,076.80	\$44,241.60	\$45,406.40	\$46,571.20	\$47,736.00	\$48,900.80	\$50,065.60	\$51,230.40	\$52,416.00	9
8	\$38,334.40	\$39,416.00	\$40,518.40	\$41,620.80	\$42,702.40	\$43,804.80	\$44,907.20	\$45,988.80	\$47,091.20	\$48,193.60	\$49,296.00	8
7	\$36,046.40	\$37,086.40	\$38,105.60	\$39,145.60	\$40,164.80	\$41,204.80	\$42,244.80	\$43,264.00	\$44,304.00	\$45,323.20	\$46,384.00	7
6	\$34,008.00	\$34,964.80	\$35,942.40	\$36,920.00	\$37,876.80	\$38,854.40	\$39,832.00	\$40,788.80	\$41,766.40	\$42,744.00	\$43,680.00	6
5	\$32,094.40	\$33,009.60	\$33,924.80	\$34,840.00	\$35,755.20	\$36,670.40	\$37,585.60	\$38,500.80	\$39,416.00	\$40,331.20	\$41,184.00	5
4	\$30,368.00	\$31,220.80	\$32,094.40	\$32,968.00	\$33,820.80	\$34,694.40	\$35,568.00	\$36,420.80	\$37,294.40	\$38,168.00	\$39,104.00	4
3	\$28,100.80	\$28,912.00	\$29,702.40	\$30,513.60	\$31,304.00	\$32,115.20	\$32,926.40	\$33,716.80	\$34,528.00	\$35,318.40	\$36,192.00	3
2	\$26,020.80	\$26,769.60	\$27,518.40	\$28,267.20	\$28,995.20	\$29,744.00	\$30,492.80	\$31,241.60	\$31,969.60	\$32,718.40	\$33,488.00	2
1	\$24,107.20	\$24,793.60	\$25,480.00	\$26,166.40	\$26,852.80	\$27,539.20	\$28,225.60	\$28,912.00	\$29,598.40	\$30,284.80	\$30,992.00	1

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Grade
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Pay Period Equivalent (80 Hours)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Grade
21	\$3,384.80	\$3,481.60	\$3,577.60	\$3,674.40	\$3,771.20	\$3,868.00	\$3,964.80	\$4,061.60	\$4,158.40	\$4,255.20	\$4,352.00	21
20	\$3,176.80	\$3,267.20	\$3,358.40	\$3,448.80	\$3,540.00	\$3,630.40	\$3,720.80	\$3,812.00	\$3,902.40	\$3,993.60	\$4,088.00	20
19	\$2,981.60	\$3,066.40	\$3,152.00	\$3,236.80	\$3,322.40	\$3,407.20	\$3,492.00	\$3,577.60	\$3,662.40	\$3,748.00	\$3,832.00	19
18	\$2,787.20	\$2,867.20	\$2,946.40	\$3,026.40	\$3,105.60	\$3,185.60	\$3,265.60	\$3,344.80	\$3,424.80	\$3,504.00	\$3,584.00	18
17	\$2,607.20	\$2,682.40	\$2,756.80	\$2,831.20	\$2,905.60	\$2,980.00	\$3,054.40	\$3,128.80	\$3,203.20	\$3,278.40	\$3,352.00	17
16	\$2,440.80	\$2,510.40	\$2,580.00	\$2,650.40	\$2,720.00	\$2,789.60	\$2,859.20	\$2,928.80	\$2,999.20	\$3,068.80	\$3,136.00	16
15	\$2,288.00	\$2,352.80	\$2,418.40	\$2,484.00	\$2,548.80	\$2,614.40	\$2,680.00	\$2,744.80	\$2,810.40	\$2,876.00	\$2,944.00	15
14	\$2,148.00	\$2,208.80	\$2,270.40	\$2,332.00	\$2,392.80	\$2,454.40	\$2,516.00	\$2,576.80	\$2,638.40	\$2,700.00	\$2,760.00	14
13	\$2,014.40	\$2,072.00	\$2,129.60	\$2,187.20	\$2,244.80	\$2,302.40	\$2,360.00	\$2,417.60	\$2,475.20	\$2,532.80	\$2,592.00	13
12	\$1,888.00	\$1,941.60	\$1,996.00	\$2,049.60	\$2,104.00	\$2,157.60	\$2,211.20	\$2,265.60	\$2,319.20	\$2,373.60	\$2,424.00	12
11	\$1,774.40	\$1,819.20	\$1,876.00	\$1,926.40	\$1,977.60	\$2,028.00	\$2,078.40	\$2,129.60	\$2,180.00	\$2,231.20	\$2,280.00	11
10	\$1,666.40	\$1,714.40	\$1,761.60	\$1,809.60	\$1,856.80	\$1,904.80	\$1,952.80	\$2,000.00	\$2,048.00	\$2,095.20	\$2,144.00	10
9	\$1,567.20	\$1,612.00	\$1,656.80	\$1,701.60	\$1,746.40	\$1,791.20	\$1,836.00	\$1,880.80	\$1,925.60	\$1,970.40	\$2,016.00	9
8	\$1,474.40	\$1,516.00	\$1,558.40	\$1,600.80	\$1,642.40	\$1,684.80	\$1,727.20	\$1,768.80	\$1,811.20	\$1,853.60	\$1,896.00	8
7	\$1,386.40	\$1,426.40	\$1,465.60	\$1,505.60	\$1,544.80	\$1,584.80	\$1,624.80	\$1,664.00	\$1,704.00	\$1,743.20	\$1,784.00	7
6	\$1,308.00	\$1,344.80	\$1,382.40	\$1,420.00	\$1,456.80	\$1,494.40	\$1,532.00	\$1,568.80	\$1,606.40	\$1,644.00	\$1,680.00	6
5	\$1,234.40	\$1,269.60	\$1,304.80	\$1,340.00	\$1,375.20	\$1,410.40	\$1,445.60	\$1,480.80	\$1,516.00	\$1,551.20	\$1,584.00	5
4	\$1,168.00	\$1,200.80	\$1,234.40	\$1,268.00	\$1,300.80	\$1,334.40	\$1,368.00	\$1,400.80	\$1,434.40	\$1,468.00	\$1,504.00	4
3	\$1,080.80	\$1,112.00	\$1,142.40	\$1,173.60	\$1,204.00	\$1,235.20	\$1,266.40	\$1,296.80	\$1,328.00	\$1,358.40	\$1,392.00	3
2	\$1,000.80	\$1,029.60	\$1,058.40	\$1,087.20	\$1,115.20	\$1,144.00	\$1,172.80	\$1,201.60	\$1,229.60	\$1,258.40	\$1,288.00	2
1	\$927.20	\$953.60	\$980.00	\$1,006.40	\$1,032.80	\$1,059.20	\$1,085.60	\$1,112.00	\$1,138.40	\$1,164.80	\$1,192.00	1
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Grade

**City of Merrill Non-Union Employee Compensation
2016 - Positions in Grade and Step**

Effective 12/28/2015

C = Additional Cert Pay

Position Title	WRS - Police Management paying General Rate now		Salary Range		Step in Grade	Old Schedule		Carlson-Dettman Slotting		
	Hours	Grade for Position	For Grade			Amount	Rate per Hour	Amount	Rate per Hour	
			Minimum	Maximum						
City Administrator		21	88,004.80	113,152.00	7	102,063.26	49.069	103,084.80	49.56	1.0%
City Attorney		20	82,596.80	106,288.00	7	94,432.88	45.400	96,740.80	46.51	2.4%
Public Works Director/Engineer		20	82,596.80	106,288.00	6	New Position in 2016		94,390.40	45.38	
Finance Director		19	77,521.60	99,632.00	4	83,039.40	39.923	84,156.80	40.46	1.3%
Fire Chief		19	77,521.60	99,632.00	4	83,039.40	39.923	84,156.80	40.46	1.3%
Police Chief	WRS	19	77,521.60	99,632.00	5	83,039.40	39.923	86,382.40	41.53	4.0%
Utility Manager		18	72,467.20	93,184.00	2	73,214.53	35.199	74,547.20	35.84	1.8%
Parks & Recreation Director		17	67,787.20	87,152.00	1	66,164.93	31.810	67,787.20	32.59	2.5%
Streets Superintendent		16	63,460.80	81,536.00	TBD	New Position in 2016				
Police Captain	WRS	15	59,488.00	76,544.00	9	71,252.39	34.256	73,070.40	35.13	2.6%
Information Technology Manager		15	59,488.00	76,544.00	6	67,819.05	32.605	67,974.40	32.68	0.2%
Transit Director		15	59,488.00	76,544.00	3	61,179.35	29.413	62,878.40	30.23	2.8%
Building Inspector/Zoning Adm.		15	59,488.00	76,544.00	4	64,551.15	31.034	64,584.00	31.05	0.1%
Police Lieutenant (Retired 1/14th)	WRS	14	55,848.00	71,760.00	9	66,005.51	31.733	68,598.40	32.98	3.9%
Police Lieutenant	WRS	14	55,848.00	71,760.00	9	66,005.51	31.733	68,598.40	32.98	3.9%
Police Lieutenant	WRS	14	55,848.00	71,760.00	9	66,005.51	31.733	68,598.40	32.98	3.9%
Police Lieutenant	WRS	14	55,848.00	71,760.00	6	Formerly Union		63,814.40	30.68	
Police Lieutenant	WRS	14	55,848.00	71,760.00	6	Formerly Union		63,814.40	30.68	
Police Lieutenant	WRS	14	55,848.00	71,760.00	6	Formerly Union		63,814.40	30.68	
Fire Captain	2,912	13	52,374.40	67,392.00	11	66,005.51	22.667	67,392.00	23.14	2.1%
Fire Captain	2,912	13	52,374.40	67,392.00	11	66,005.51	22.667	67,392.00	23.14	2.1%
Fire Captain	2,912	13	52,374.40	67,392.00	11	66,005.51	22.667	67,392.00	23.14	2.1%
Fire Captain	2,912	13	52,374.40	67,392.00	10	64,395.76	22.114	65,644.80	22.54	1.9%
Enrichment Center Director	1,664	13	52,374.40	67,392.00	1	40,951.04	24.610	41,899.52	25.18	2.3%
GIS Specialist		12	49,088.00	563,024.00	6	55,425.47	26.647	57,491.20	26.97	1.2% C

Non-Union - December 28, 2015

Revised: 12/18/2015 and 3/14/2016

**City of Merrill Non-Union Employee Compensation
2016 - Positions in Grade and Step**

Effective 12/28/2015

C = Additional Cert Pay

WRS - Police Management paying General Rate now			Salary Range		Old Schedule		Carlson-Dettman Slotting			
Position Title	Hours	Grade for	For Grade		Step in	Amount	Rate per	Amount	Rate per	
		Position	Minimum	Maximum	Grade	06/29/15	Hour	12/28/15	Hour	
Maintenance Supervisor		11	46,134.40	59,280.00	1	42,019.11	20.201	46,134.40	22.18	9.8%
WWSOS - Lead Operator		11	46,134.40	59,280.00	7	52,832.00	25.400	54,038.40	25.98	2.3% C
Streets - Working Foreman		11	46,134.40	59,280.00	5	51,029.48	24.533	51,417.60	24.72	0.8%
Adm. Assistant-Office Coordinator		10	43,326.40	55,744.00	3	42,935.34	20.642	45,801.60	22.02	6.7%
Streets - Mechanic		10	43,326.40	55,744.00	6	49,247.16	23.677	49,524.80	23.81	0.6%
Streets - Mechanic		10	43,326.40	55,744.00	6	49,247.16	23.677	49,524.80	23.81	0.6%
WWSOS - IV		9	40,747.20	52,416.00	9	49,756.40	23.921	50,065.60	24.07	0.6% C
WWSOS - III (Operator III)		9	40,747.20	52,416.00	8	48,886.46	23.503	48,900.80	23.51	0.0% C
WWSOS - III (Operator III)		9	40,747.20	52,416.00	8	48,462.09	23.299	48,900.80	23.51	0.9% C
WWSOS - III (Operator III)		9	40,747.20	52,416.00	8	48,462.09	23.299	48,900.80	23.51	0.9% C
WWSOS - I (Operator I)		9	40,747.20	52,416.00	6	45,852.27	22.044	46,571.20	22.39	1.6% C
WWSOS - Certified		9	40,747.20	52,416.00	4	43,709.24	21.014	44,241.60	21.27	1.2% C
WWSOS - WWT Plant		9	40,747.20	52,416.00	3	New Hire in 2016		43,076.80	20.71	C
Adm. Assistant-Community Dev.		8	38,334.40	49,296.00	6	42,935.34	20.642	43,804.80	21.06	2.0%
Payroll Specialist (Retiring 4/1/2016)	1,560	8	38,334.40	49,296.00	6	32,201.52	20.642	32,853.60	21.06	2.0%
Payroll Specialist		8	38,334.40	49,296.00	1	New Hire in 2016		38,334.40	18.43	
Utility Specialist/Billing Coordinator		8	38,334.40	49,296.00	4	40,925.62	19.676	41,620.80	20.01	1.7%
Administrative Assistant/Paralegal		8	38,334.40	49,296.00	4	40,925.62	19.676	41,620.80	20.01	1.7%
Transit Coordinator/Driver		7	36,046.40	46,384.00	6	40,866.48	19.647	41,204.80	19.81	0.8%
Enrichment Center Assistant	1,664	7	36,046.40	46,384.00	1	28,321.28	17.020	28,837.12	17.33	1.8%
Recreation Administrative Assistant		7	36,046.40	46,384.00	6	40,925.62	19.676	41,204.80	19.81	0.7%
Municipal Court Clerk		7	36,046.40	46,384.00	1	35,290.04	16.966	36,046.40	17.33	2.1%
Streets - Public Works I		7	36,046.40	46,384.00	11	46,276.63	22.248	46,384.00	22.30	0.2%
Streets - Public Works I		7	36,046.40	46,384.00	11	46,276.63	22.248	46,384.00	22.30	0.2%
Streets - Public Works I		7	36,046.40	46,384.00	11	46,276.63	22.248	46,384.00	22.30	0.2%

Non-Union - December 28, 2015

Revised: 12/18/2015 and 3/14/2016

**City of Merrill Non-Union Employee Compensation
2016 - Positions in Grade and Step**

Effective 12/28/2015

C = Additional Cert Pay

Position Title	Hours	Grade for Position	Salary Range		Step in Grade	Old Schedule	Carlson-Dettman Slotting			
			For Grade Minimum	For Grade Maximum		Amount	Rate per	Amount	Rate per	C
						06/29/15	Hour	12/28/15	Hour	
Streets - Public Works I		7	36,046.40	46,384.00	11	46,276.63	22.248	46,384.00	22.30	0.2%
Parks - Public Works I		7	36,046.40	46,384.00	10	44,579.19	21.432	45,323.20	21.79	1.7%
Administrative Assistant - Elections		6	34,008.00	43,680.00	9	40,925.62	19.676	41,766.40	20.08	2.1%
Administrative Assistant - Fiscal		6	34,008.00	43,680.00	9	40,925.62	19.676	41,766.40	20.08	2.1%
Police - Administrative Assistant		6	34,008.00	43,680.00	9	40,925.62	19.676	41,766.40	20.08	2.1%
Police - Administrative Assistant		6	34,008.00	43,680.00	9	40,925.62	19.676	41,766.40	20.08	2.1%
Police - Administrative Assistant		6	34,008.00	43,680.00	1	33,589.56	16.149	34,008.00	16.35	1.2%
Streets - Administrative Assistant		6	34,008.00	43,680.00	1	32,770.31	15.755	34,008.00	16.35	3.8%
Fire - Administrative Assistant	1,040	6	34,008.00	43,680.00		New Position in 2016		17,004.00	16.35	
Streets - Public Works II		6	34,008.00	43,680.00	1	New Hire in 2016		34,008.00	16.35	
Streets - Public Works II		6	34,008.00	43,680.00	1	New Hire in 2016		34,008.00	16.35	
Utility Billing Clerk	1,040	5	32,094.40	41,184.00	1	New Hire in 2016		15,184.00	14.60	
Transit Driver		5	32,094.40	41,184.00	11	40,925.62	19.676	41,184.00	19.80	0.6%
Transit Driver		5	32,094.40	41,184.00	11	40,925.62	19.676	41,184.00	19.80	0.6%
Transit Driver		5	32,094.40	41,184.00	11	40,925.62	19.676	41,184.00	19.80	0.6%
Transit Driver/Parks Laborer		5	32,094.40	41,184.00	4	34,429.30	16.553	34,840.00	16.75	1.2%
Transit Driver	1,150	5	32,094.40	41,184.00	7	20,498.75	17.825	20,780.50	18.07	1.4%
Transit Driver	1,150	5	32,094.40	41,184.00	6	19,999.65	17.391	20,274.50	17.63	1.4%
Transit Driver	1,150	5	32,094.40	41,184.00	4	19,035.95	16.553	19,262.50	16.75	1.2%
City Hall Custodian	1,300	3	28,100.80	36,192.00	5	19,108.70	14.699	19,565.00	15.05	2.4%
City Hall Custodian	1,430	3	28,100.80	36,192.00	1	19,043.31	13.317	19,319.30	13.51	1.4%

City of Merrill - Red-Circled Positions

JOB TITLE	DEPARTME NT	Grade	Step	Current Max	New Max	Current Hourly	Nearest Step	12/28/15 Incr.	6/27/16 Incr.	12/26/16 Incr.	6/26/17 Incr.
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Grade 7 - Step with 1.0% increases = \$22.52 \$22.75 \$22.98

Lead Public Works	Parks & Rec	7	11	\$22.94	\$22.30	\$22.94	\$22.30	\$0.00	\$0.00	\$0.00	\$22.98
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There are two (2) employees red-circled.

Grade 3 - Step with 1.0% increases = \$17.54 \$17.72 \$17.90

Arena Specialist	Parks & Rec	3	11	\$19.66	\$17.37	\$18.60	\$18.60	\$0.00	\$0.00	\$0.00	\$0.00
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There are eight (8) employees red-circled.

Grade 6 - Step with 1.0% increases = \$21.23 \$21.44 \$21.66

Public Works II	Streets	6	11	\$21.43	\$21.02	\$21.43	\$21.02	\$0.00	\$0.00	\$21.44	\$21.66
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City of Merrill - Positions not slotted on Non-Union Compensation Schedule

Less Than 20 Hours/Week

JOB TITLE	DEPARTMENT	Current	1.0%
		06/29/15	12/28/15
Crossing Guard	Police	\$9.873	\$9.97
Crossing Guard	Police	\$9.873	\$9.97
Crossing Guard	Police	\$9.873	\$9.97
Bus Driver	MACEC-Enrichment	\$12.000	\$12.12
Bus Driver	MACEC-Enrichment	\$12.000	\$12.12
Recreation Specialist	Parks & Recreation	\$16.200	\$16.36
Custodian - Smith Center	Parks & Recreation	\$13.650	\$13.79

City of Merrill		Limited Term Employees (Seasonal) Compensation				
Effective May 2015						
Reviewed and approved by City Administrator/Personnel Officer Dave Johnson						
	Parks Maintenance	Playground/ Recreation	Aquatic - Lifeguards	Outdoor Rinks & Smith Center	Street/ Utility	Utility Intern
1st Year	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00	\$12.50
2nd Year	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$13.00
3rd Year	\$11.75	\$11.75	\$11.75	\$11.75	\$11.75	\$13.25
4th Year	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$13.50
Parks & Recreation Department						
Supervisory*	N/A	\$13.00	\$13.00	N/A	N/A	N/A
*With additional 25 cents for each additional year.						
Difference between City 1st Year and Minimum Wage of \$7.25 per hour:						
	\$3.75	\$3.75	\$3.75	\$3.75	\$3.75	\$5.25

Election Officials
Effective December 31, 2015

Committee of Whole - 10/16/2015 action.

	Effective 10/09/07	Effective 12/31/12	Effective 12/31/15	2016 Difference
Poll Workers	\$7.25	\$8.00	\$10.00	\$2.00
Assistant Chairperson**	N/A	\$8.50	\$10.50	\$2.00
Chairperson	\$7.75	\$9.00	\$11.00	\$2.00

**Assistant Chairperson not yet implement; however, may be needed in future.

Note: The 2007 adjustments were due to increase in the minimum wage.

City of Merrill		T.B. Scott Free Library Compensation Schedule - 2016									
2016 - 1.0% Pay Plan											
Effective 12/28/2015											
Step	1	2	3	4	5	6	7	8	9	Step	
Grade										Grade	
Annual - Based upon 2,080 Hours											
1							\$15,080.00	\$15,251.91	\$15,425.78	1	
2	\$17,656.53	\$18,129.90	\$18,579.59	\$19,029.29	\$19,526.33	\$19,952.35	\$20,496.72	\$20,946.42	\$21,514.46	2	
3	\$24,922.69	\$25,538.07	\$26,200.78	\$26,863.49	\$27,549.87	\$28,191.04	\$28,922.63	\$29,632.68	\$30,366.40	3	
4	\$27,549.87	\$28,188.91	\$28,922.63	\$29,632.68	\$30,390.06	\$31,147.45	\$31,928.50	\$32,756.89	\$33,563.73	4	
5	\$30,366.40	\$31,147.45	\$31,928.50	\$32,756.89	\$33,537.94	\$34,342.67	\$35,218.39	\$36,141.45	\$37,040.85	5	
6	\$33,537.94	\$34,342.67	\$35,218.39	\$36,141.45	\$37,040.85	\$37,963.91	\$38,910.64	\$39,881.04	\$40,851.44	6	
7	\$37,040.85	\$37,963.91	\$38,910.64	\$39,881.04	\$40,875.11	\$41,892.84	\$42,934.25	\$43,999.32	\$45,182.73	7	
8	\$40,875.11	\$41,892.84	\$42,934.25	\$43,999.32	\$44,922.38	\$46,247.81	\$47,431.22	\$48,567.30	\$49,774.38	8	
9	\$45,159.07	\$46,247.81	\$47,431.22	\$48,567.30	\$49,774.38	\$50,801.58	\$52,306.88	\$53,584.97	\$54,934.88	9	
10	\$49,774.38	\$51,052.47	\$52,306.88	\$53,584.97	\$54,934.06	\$56,306.82	\$57,679.58	\$59,123.35	\$60,638.12	10	
11	\$54,934.06	\$56,306.82	\$57,679.58	\$59,123.35	\$60,638.12	\$62,105.55	\$63,667.68	\$65,277.10	\$66,957.55	11	
12	\$60,638.12	\$62,105.55	\$63,667.66	\$65,277.10	\$66,957.55	\$68,519.65	\$70,223.77	\$71,975.22	\$73,435.55	12	
Federal Minimum Wage \$7.25 effective 7/24/2009											
Grade 1 @ Minimum Wage with 14% steps											
1							\$7,250	\$7,33	\$7,416	1	
2	\$8.489	\$8,716	\$8,932	\$9,149	\$9,388	\$9,592	\$9,854	\$10,070	\$10,343	2	
3	\$11,982	\$12,278	\$12,597	\$12,915	\$13,245	\$13,553	\$13,905	\$14,246	\$14,599	3	
4	\$13,245	\$13,552	\$13,905	\$14,246	\$14,611	\$14,975	\$15,350	\$15,749	\$16,136	4	
5	\$14,599	\$14,975	\$15,350	\$15,749	\$16,124	\$16,511	\$16,932	\$17,376	\$17,808	5	
6	\$16,124	\$16,511	\$16,932	\$17,376	\$17,808	\$18,252	\$18,707	\$19,174	\$19,640	6	
7	\$17,808	\$18,252	\$18,707	\$19,174	\$19,651	\$20,141	\$20,641	\$21,154	\$21,722	7	
8	\$19,651	\$20,141	\$20,641	\$21,154	\$21,597	\$22,235	\$22,803	\$23,350	\$23,930	8	
9	\$21,711	\$22,235	\$22,803	\$23,350	\$23,930	\$24,424	\$25,148	\$25,762	\$26,411	9	
10	\$23,930	\$24,544	\$25,148	\$25,762	\$26,411	\$27,071	\$27,731	\$28,425	\$29,153	10	
11	\$26,411	\$27,071	\$27,731	\$28,425	\$29,153	\$29,858	\$30,609	\$31,383	\$32,191	11	
12	\$29,153	\$29,858	\$30,609	\$31,383	\$32,191	\$32,942	\$33,761	\$34,603	\$35,306	12	
BI-Weekly - Based upon 80 Hours/Week											
1							\$580.00	\$586.61	\$593.30	1	
2	\$679.10	\$697.30	\$714.60	\$731.90	\$751.01	\$767.40	\$788.34	\$805.63	\$827.48	2	
3	\$958.57	\$982.23	\$1,007.72	\$1,033.21	\$1,059.61	\$1,084.27	\$1,112.41	\$1,139.72	\$1,167.94	3	
4	\$1,059.61	\$1,084.19	\$1,112.41	\$1,139.72	\$1,168.85	\$1,197.98	\$1,228.02	\$1,259.88	\$1,290.91	4	
5	\$1,167.94	\$1,197.98	\$1,228.02	\$1,259.88	\$1,289.92	\$1,320.87	\$1,354.55	\$1,390.06	\$1,424.65	5	
6	\$1,289.92	\$1,320.87	\$1,354.55	\$1,390.06	\$1,424.65	\$1,460.15	\$1,496.56	\$1,533.89	\$1,571.21	6	
7	\$1,424.65	\$1,460.15	\$1,496.56	\$1,533.89	\$1,572.12	\$1,611.26	\$1,651.32	\$1,692.28	\$1,737.80	7	
8	\$1,572.12	\$1,611.26	\$1,651.32	\$1,692.28	\$1,727.78	\$1,778.76	\$1,824.28	\$1,867.97	\$1,914.40	8	
9	\$1,736.89	\$1,778.76	\$1,824.28	\$1,867.97	\$1,914.40	\$1,953.91	\$2,011.80	\$2,060.96	\$2,112.88	9	
10	\$1,914.40	\$1,963.56	\$2,011.80	\$2,060.96	\$2,112.85	\$2,165.65	\$2,218.45	\$2,273.97	\$2,332.24	10	
11	\$2,112.85	\$2,165.65	\$2,218.45	\$2,273.97	\$2,332.24	\$2,388.67	\$2,448.76	\$2,510.66	\$2,575.29	11	
12	\$2,332.24	\$2,388.67	\$2,448.76	\$2,510.66	\$2,575.29	\$2,635.37	\$2,700.91	\$2,768.28	\$2,824.44	12	

Salaries/Wages and Benefits - 2016 Budget												
			Step Increase With a 1.0% Cost-of-Living Adjustments 12/28/2015 & 6/27/2016									
T.B. Scott Library												
			In 2016									
Position	Hours		Grade/ Step	06/29/15 Annual \$	06/29/15 Bi-Weekly	06/29/15 Hourly	12/28/15 Annual	12/28/15 Bi-Weekly	12/28/15 Hourly	06/28/16 Annual	06/28/16 Bi-Weekly	06/28/16 Hourly
Director			12-6	\$67,841.28	\$2,609.28	\$32.616	\$68,519.69	\$2,635.37	\$32.942	\$69,204.89	\$2,661.73	\$33.27
Assistant Director			9-9	\$54,389.92	\$2,091.92	\$26.149	\$54,934.88	\$2,112.88	\$26.411	\$55,484.23	\$2,134.01	\$26.675
Department Head - Childrens			8-9	\$49,281.44	\$1,895.44	\$23.693	\$49,774.25	\$1,914.39	\$23.930	\$50,272.00	\$1,933.54	\$24.169
Maintenance Supervisor	1,040	Hours	City Non-Union Schedule									
Information Services Coordinator			6-3	\$34,001.76	\$1,307.76	\$16.347	\$35,218.56	\$1,354.56	\$16.932	\$35,570.75	\$1,368.11	\$17.10
Computer Tech./Asst.			7-9	\$44,734.56	\$1,720.56	\$21.507	\$45,181.91	\$1,737.77	\$21.722	\$45,633.72	\$1,755.14	\$21.939
Bookkeeper/Circulation			5-2	\$30,066.40	\$1,156.40	\$14.455	\$31,148.00	\$1,198.00	\$14.975	\$31,461.56	\$1,210.06	\$15.126
Dept. Assistant			4-9	\$33,232.16	\$1,278.16	\$15.977	\$33,562.88	\$1,290.88	\$16.136	\$33,898.51	\$1,303.79	\$16.297
Dept. Assistant	Retired 1/4/2016		4-9	\$33,232.16	\$1,278.16	\$15.977	\$33,562.88	\$1,290.88	\$16.136			
Circulation/Reference Clerk			4-2	\$27,277.12	\$1,049.12	\$13.114	\$28,188.16	\$1,084.16	\$13.552	\$28,470.04	\$1,095.00	\$13.69
Dept. Assistant	1,450	Hours	4-9	\$23,166.65	\$891.03	\$15.977	\$23,397.20	\$899.89	\$16.136	\$23,631.17	\$908.89	\$16.297
Dept. Assistant	1,248	Hours	4-5	\$18,053.57	\$694.37	\$14.466	\$18,234.10	\$701.31	\$14.611	\$18,416.44	\$708.32	\$14.757
Dept. Assistant	1,040	Hours	4-7	\$15,419.04	\$593.04	\$14.826	\$15,964.00	\$614.00	\$15.350	\$16,122.60	\$620.10	\$15.503
Circulation/Reference Clerk	1,226	Hours	3-9	\$17,721.83	\$681.61	\$14.455	\$17,898.37	\$688.40	\$14.599	\$18,077.36	\$695.28	\$14.745
Circulation/Reference Clerk	600	Hours	3-1	New Hire			\$7,189.20	\$276.51	\$11.982	\$7,261.09	\$279.27	\$12.102
Circulation/Reference Clerk	600	Hours	3-1	New Hire			\$7,189.20	\$276.51	\$11.982	\$7,261.09	\$279.27	\$12.102
Dept. Assistant	1,040	Hours	4-8	\$15,805.92	\$607.92	\$15.198	\$16,378.96	\$629.96	\$15.749	\$16,542.75	\$636.26	\$15.906
Library Aide - Shelver	650	Hours	2-7	\$6,342.05	\$243.93	\$9.757	\$6,405.10	\$246.35	\$9.854	\$6,469.15	\$248.81	\$9.953
	7,854	3.8 FTE										
Library Aide - Shelver	599	Hours	2-7	\$5,844.44	\$224.79	\$9.757	\$5,902.55	\$227.02	\$9.854	\$5,961.57	\$229.29	\$9.953
Circulation/Reference Clerk	900	Hours	3-7	\$12,077.10	\$464.50	\$13.419	\$12,514.50	\$481.33	\$13.905	\$12,640.55	\$486.17	\$14.045
Library Aide - Shelver	599	Hours	2-6	\$5,567.71	\$214.14	\$9.295	\$5,745.61	\$220.98	\$9.592	\$5,803.06	\$223.19	\$9.688
Custodial Assistant	650	Hours	2-4	\$5,748.60	\$221.10	\$8.844	\$5,946.85	\$228.73	\$9.149	\$6,006.32	\$231.01	\$9.240
Custodial Assistant	650	Hours	2-2	\$5,463.25	\$210.13	\$8.405	\$5,665.40	\$217.90	\$8.716	\$5,722.05	\$220.08	\$8.803
Custodial Assistant	650	Hours	2-2	\$5,463.25	\$210.13	\$8.405	\$5,665.40	\$217.90	\$8.716	\$5,722.05	\$220.08	\$8.803
	4,048	1.9 FTE										

**AGREEMENT BETWEEN THE
CITY OF MERRILL
AND THE
MERRILL PROFESSIONAL POLICE ASSOCIATION
2016-2017**

Appendix A

Appendix A of the prior Labor Agreement shall be amended to reflect the following increase for Police Officer, Police Officer 1, Police Officer 2, Investigator 1 and SRO/Investigator. The hourly wage is based on 2080 hours

Effective December 28, 2015– 2.60%

<u>Police Officer</u>	<u>\$55,458.64</u>	<u>\$26.662807</u>
<u>Police Officer 1 – After five (5) years of service</u>	<u>\$57,008.54</u>	<u>\$27.407951</u>
<u>Police Officer 2 – After ten (10) years of service</u>	<u>\$58,873.04</u>	<u>\$28.304346</u>
<u>Investigator 1</u>	<u>\$60,041.57</u>	<u>\$28.866139</u>
<u>SRO/Investigator</u>	<u>\$60,041.57</u>	<u>\$28.866139</u>

Effective June 27, 2016 – 1%

<u>Police Officer</u>	<u>\$56,013.23</u>	<u>\$26.929437</u>
<u>Police Officer 1 – After five (5) years of service</u>	<u>\$57,578.63</u>	<u>\$27.682033</u>
<u>Police Officer 2 – After ten (10) years of service</u>	<u>\$59,461.77</u>	<u>\$28.587389</u>
<u>Investigator 1</u>	<u>\$60,641.99</u>	<u>\$29.154802</u>
<u>SRO/Investigator</u>	<u>\$60,641.99</u>	<u>\$29.154802</u>

Effective December 26, 2016 – 1%

<u>Police Officer</u>	<u>\$56,573.36</u>	<u>\$27.198730</u>
<u>Police Officer 1 – After five (5) years of service</u>	<u>\$58,154.41</u>	<u>\$27.958850</u>
<u>Police Officer 2 – After ten (10) years of service</u>	<u>\$60,056.39</u>	<u>\$28.873264</u>
<u>Investigator 1</u>	<u>\$61,248.41</u>	<u>\$29.446350</u>
<u>SRO/Investigator</u>	<u>\$61,248.41</u>	<u>\$29.446350</u>

AGREEMENT BETWEEN

CITY OF MERRILL

And The

MERRILL FIREFIGHTERS

International Association of Firefighters

Local 847

2016-2017

APPENDIX A

2016 - 2017 SALARY SCHEDULE

	12/28/15	06/27/16	12/26/16	06/26/17
Increase	1.00%	1.00%	1.00%	1.00%
Paramedic/Firefighter	\$58,887.21	\$59,476.08	\$60,070.84	\$60,671.55
EMT/Firefighter	\$55,028.71	\$55,579.00	\$56,134.79	\$56,696.14
Special Service Rate	\$26.27	\$26.53	\$26.80	\$27.07

New Hire Schedule will be as follows:

A New Hire starts at 85% of wages of whichever classification they are assigned.

After one (1) complete year they shall receive 90% of wages of whichever classification they are assigned.

After two (2) complete years they shall receive 95% of wages of whichever classification they are assigned.

After three (3) complete years they shall receive 100% of wages of whichever classification they are assigned.